Report

IT Job Market
in Poland 2020

Salaries, specializations and job requirements

NO FLUFF™ JOBS

Methodology

This report is based on the analysis of **26 189 unique job offers** published on nofluffjobs.com between 01.01.2020 and 31.12.2020. Unless otherwise stated, data gathered for this report come directly from the statistics measured with the use of Google Analytics or other internal tools.

Report's partner:

softserve

Table of contents

Introduction

It is impossible to discuss 2020 without mentioning the most significant event which utterly marked the rest of the year. The pandemic influenced the financial liquidity of many companies. It also enforced them to conduct digital transformation and changed the job market.

These changes impacted candidates, the number of available job offers and expectations towards employees. In the second quarter of 2020 we experienced a slump in job market during which most companies strived for experienced candidates. **Quality and efficiency became even more important**. It translated to higher expectations towards potential employees. As a result, juniors – less experienced candidates – struggled to break through.

At the end of the year, the situation improved. The IT market got back on track and blossomed again. In the last quarter of 2020 employers published a **record-breaking number of 4,000 offers one day** on nofluffjobs.com portal, helping us end the year with a total number of 26,000 offers! It's 58% more than in 2019.

This growing tendency can be observed this year too, so in order to fill the gap of missing IT specialists, many companies would probably have to open up to employees from Asia and Eastern Europe. It may pose a challenge on organisational, communicational and cultural levels. Especially now when we're still adapting to remote work.

Tomasz Bujok
CEO No Fluff Jobs

Expert's comment

In the first half of 2020 the global economy slowed down crucially, prompting many companies to control their costs, verify their investment plans and increase financial cushion. Our needs have changed as well. Obviously tourism and entertainment industries suffered the most, but also new possibilities arose. Fast digitalization and switching into cloud environments caused a strong positive turn during the second and the third quarter, which continues to this day.

Remote work increased the demand for online services and forced us to move towards security. Currently, we can observe a trend of data protection and migration from local data centers to cloud migration – both public and private clouds. Therefore, High Value Services experts (Cloud, Big Data, AI, ML, AR or VR specialists) are in demand now.

It's been a beneficial time for outsourcing companies. Our clients didn't care who they work for any more and purchasing services from external suppliers is more profitable than keeping a whole team. Global digitalization in Europe, America or Asia is gathering pace, hence the sales of our services is increasing accordingly. It's reflected not only in the current trends but our job performance as well.

Paweł Łopatka
Managing Director, SoftServe Poland

The most important trends on the IT market

In the year so heavily impacted by the SARS-CoV-2 outbreak, many companies had to re-evaluate their strategy and re-define their business fundamentals. What's most noticeable is **opting for "safe solutions"** such as hiring mainly experienced employees and verifying soft skills.

In the age of remote work, candidates used to create their opinion about employers by judging what kind of steps they took during this time of trial. **"Human side" became more appreciated**: opening up to candidates (including juniors), concrete offers and direct communication. With a high degree of certainty, we can assume that these trends are about to define 2021 as well*.
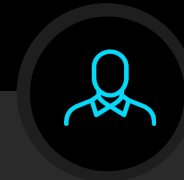
TOP trends 2021

Remote work	Verifying soft skills
More no-code & low-code jobs	Shortage of job offers for juniors
Opening to foreign candidates	Transparency and precise communication

*Source: Advent Calendar. Observations, Inspirations and Trends on the Job Market in 2021, No Fluff Jobs (in: Polish)

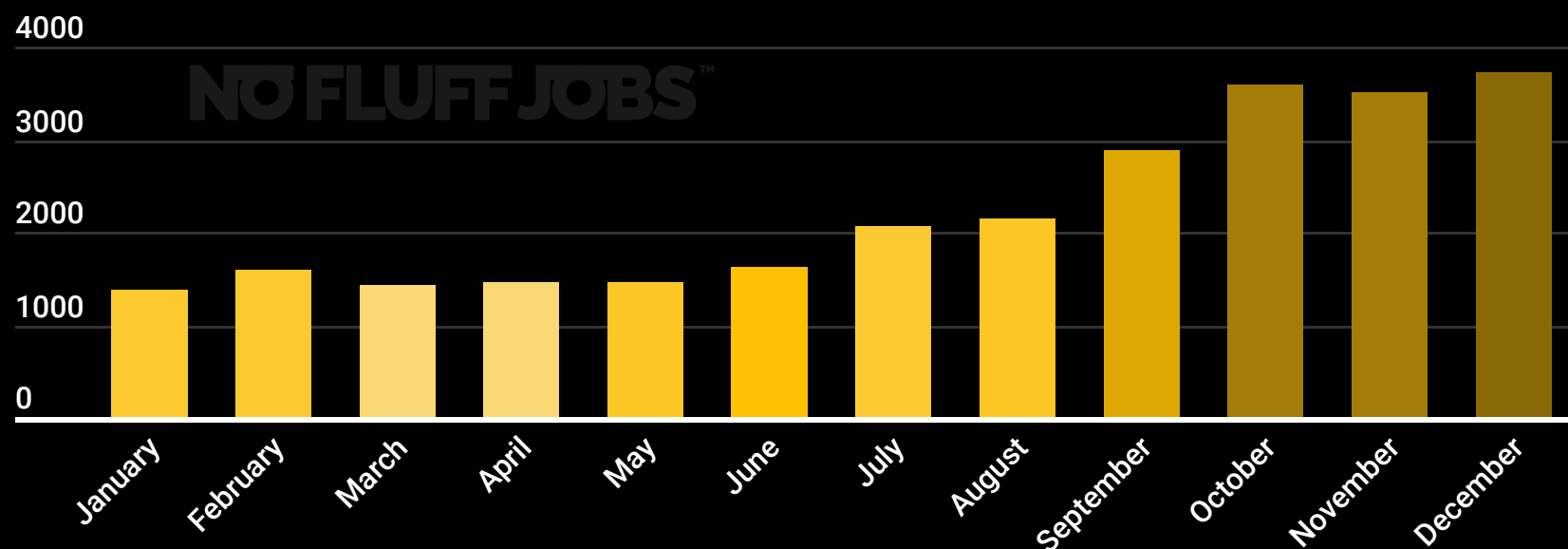# Job offers

Number of offers

26,000 job offers

In 2020 on nofluffjobs.com we published **58% more offers than in 2019**

In 2020 on nofluffjobs.com portal we published 26,189 job offers, which is 58% more than in 2019. It's a truly surprising score, as in March we noted a major drop in the number of posted offers (around 13% less in comparison to the previous year). However, this stagnation didn't last long. In June the market moved forward and **in September it was up and running**, resulting in more and more offers month by month. The situation maintained till the end of 2020, and the fourth quarter turned out to be a record-breaking period for us. Right now, in the beginning of 2021 it looks like **the trend of increasing demand for IT specialists is here to stay**.

Page visitors in 2020:

1.9M UU
(+18% growth)

Users generated:

24M pageviews
(+17% growth)

Experience level

While analysing the experience level required for particular positions, we've noticed that the **number of job offers for juniors decreased**.

In 2019, 12% of all job offers was targeted to beginners, whereas in 2020 – only 5%.

Companies strive for more experienced candidates – almost half of the job offers were directed to seniors. As a comparison, in 2019 only 36% of all offers concerned seniors.

The demand for specialists depending on experience level (as per a job offer)

4.9%

48.9%

46.2%

● Junior ● Mid ● Senior
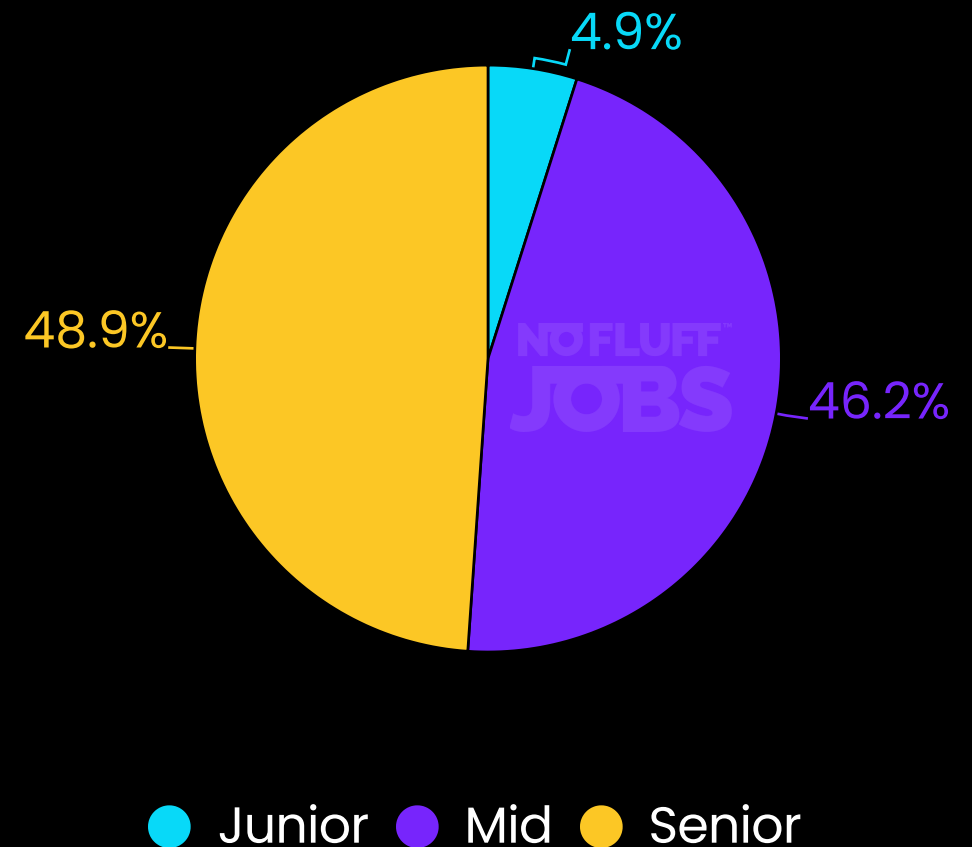
Why do tech-companies look for seniors during COVID-19 pandemic?

Highly-qualified specialists, who can professionally implement a project on their own, don't need to fear about their careers. Nowadays, when companies care for comprehensive customer service and their satisfaction twice as hard, they'd appreciate experienced candidates even more.

Companies need partners who will help them get through this challenging time. Uncertain future for businesses, as well as greater availability of senior specialists caused a drop of junior offers. Organisations prefer to hire experienced professionals who know their way around.

Let's remember that hiring a beginner is like making an investment which will become rewarding in the future. However, it's worth giving a try, as we can shape a perfect employee who will relate to our values and organizational culture. I think that in 2021, fortune will smile upon juniors. First weeks of the year, at least in SoftServe, resulted in slow opening of juniors and interns vacancies.

Monika Bieniek
Talent Operations Manager SoftServe Poland

Types of
offered contracts

Average salary

B2B contracts are still **number one** among the most popular contracts. They appeared in 3/4 of all offers. Every second job posting mentions a contract of employment*. In this area nothing has changed in comparison to 2019.

Overall, salaries on the IT market went up in 2020.

When it comes to B2B contracts, offered salary amounted to **net PLN 13,000–18,000 + VAT** (in 2019 it was PLN 11,000–15,500), whereas contracts of employment offered **gross PLN 9,500–14,000** (in 2019 it was PLN 8,000–13,000).

*Some job offers include information about 2 or more types of offered contracts

Median of salaries based on a type of contract

NO FLUFF JOBS™

18,000

13,000

14,000

9,500

10,600

6,800

B2B　　CoE　　Other

● Min　● Max

*For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.*

Experience level vs. offered salaries

It's nothing new that a type of offered contract depends strongly on the experience level at a given position. In 2020 juniors were more prone to be offered an employment contract (**73% of our postings**). However, more experienced candidates were usually offered B2B contracts (**87% of our postings**). Interestingly, 17% of junior offers concerned contracts of mandate or contracts of specific work. It's **4x more** than for mid offers and **11x more** than senior positions.

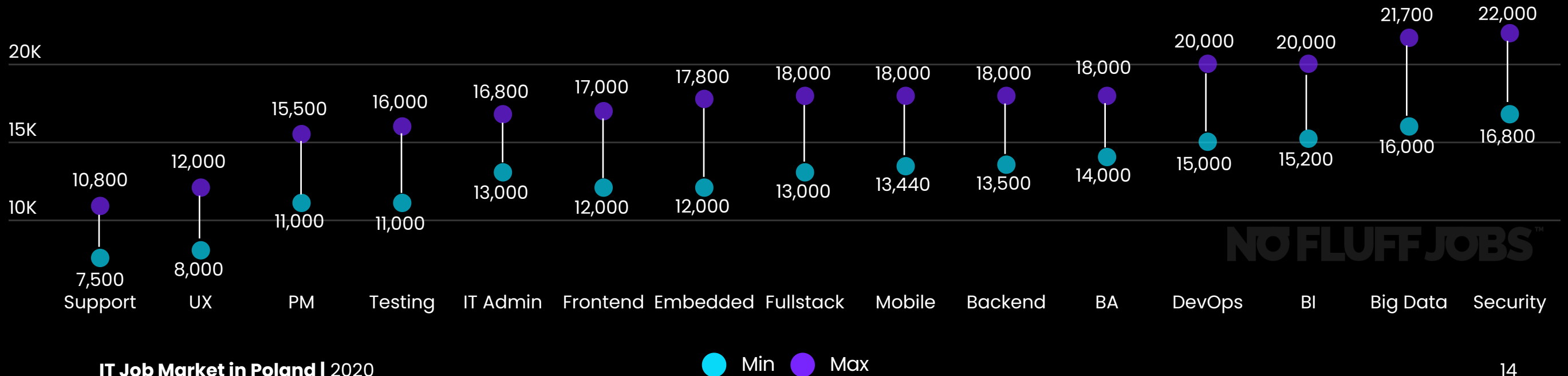| Experience level	Contract type	% value of given contract types*	Median of salary ranges (min−max)
Junior	B2B	45.4	4,000 – 7,000 net PLN (+VAT)
	CoE	72.6	4,000 – 6,200 gross PLN
	Other	17.2	3,600 – 5,500 gross PLN
Mid	B2B	65.9	9,000 – 14,000 net PLN (+VAT)
	CoE	60.2	8,000 – 12,000 gross PLN
	Other	4.3	7,400 – 10,800 gross PLN
Senior	B2B	87.2	16,000 – 21,000 net PLN (+VAT)
	CoE	36.5	13,500 – 18,000 gross PLN
	Other	1.5	15,400 – 19,800 gross PLN

Offered salaries

B2B contract

Which experts praised themselves for having the best-paid jobs in 2020? The answer is: **Security** and **Big Data** Specialists. They could have hoped for the bottom median reaching around PLN net 15,000 (+VAT), and the upper one – more than net PLN 20,000 (+VAT). **DevOps** and **Business Intelligence** specialists were just behind – their salaries amounting to over PLN 10,000 were a market standard. At the other end of the spectrum, among No Fluff Jobs categories, we can find **UX/Design** and **Support** specialists. Here, salary brackets rarely exceeded net PLN 10,000 (+VAT).

Median of salary brackets based on a given category, B2B contracts (net PLN)

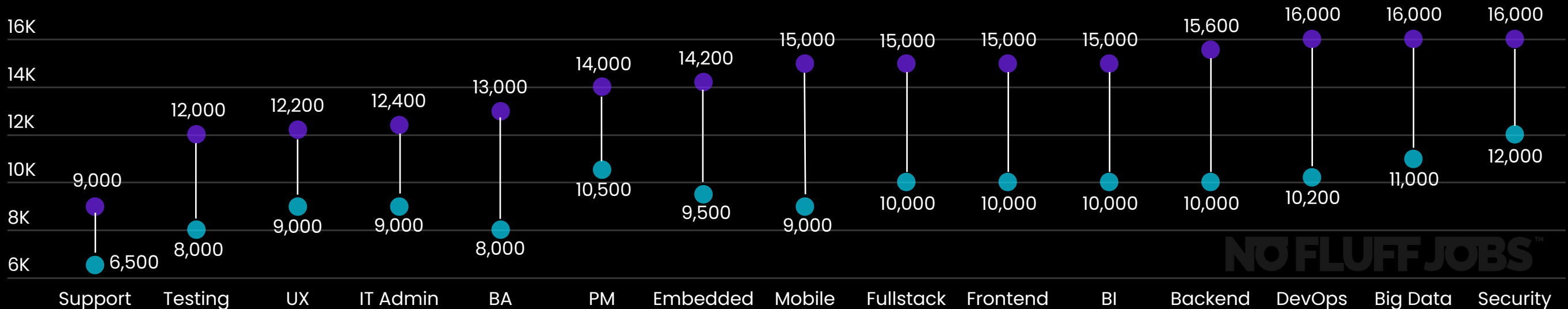|	Support	UX	PM	Testing	IT Admin	Frontend	Embedded	Fullstack	Mobile	Backend	BA	DevOps	BI	Big Data	Security
Max	10,800	12,000	15,500	16,000	16,800	17,000	17,800	18,000	18,000	18,000	18,000	20,000	20,000	21,700	22,000
Min	7,500	8,000	11,000	11,000	13,000	12,000	12,000	13,000	13,440	13,500	14,000	15,000	15,200	16,000	16,800

● Min   ● Max

Employment contract

As for employment contracts, top 3 categories belonged again to **Security**, **Big Data** and **DevOps** specialists. However, the off-the-podium situation is more even than in terms of B2B contracts. Business Intelligence and 3 major IT categories: Backend, Frontend and Fullstack are neck and neck. On average, specialists from the above categories can earn between gross PLN 10,000 and 15,000 (employment contract). Interestingly, here Support turned out to be the least-paid category as well (gross PLN 6,500–9,000). However, the second from the end specialization is Testing (gross PLN 8,000–12,000).

Median of salary brackets based on a given category, employment contract (gross PLN)

Category	Min	Max
Support	6,500	9,000
Testing	8,000	12,000
UX	9,000	12,200
IT Admin	9,000	12,400
BA	8,000	13,000
PM	10,500	14,000
Embedded	9,500	14,200
Mobile	9,000	15,000
Fullstack	10,000	15,000
Frontend	10,000	15,000
BI	10,000	15,000
Backend	10,000	15,600
DevOps	10,200	16,000
Big Data	11,000	16,000
Security	12,000	16,000

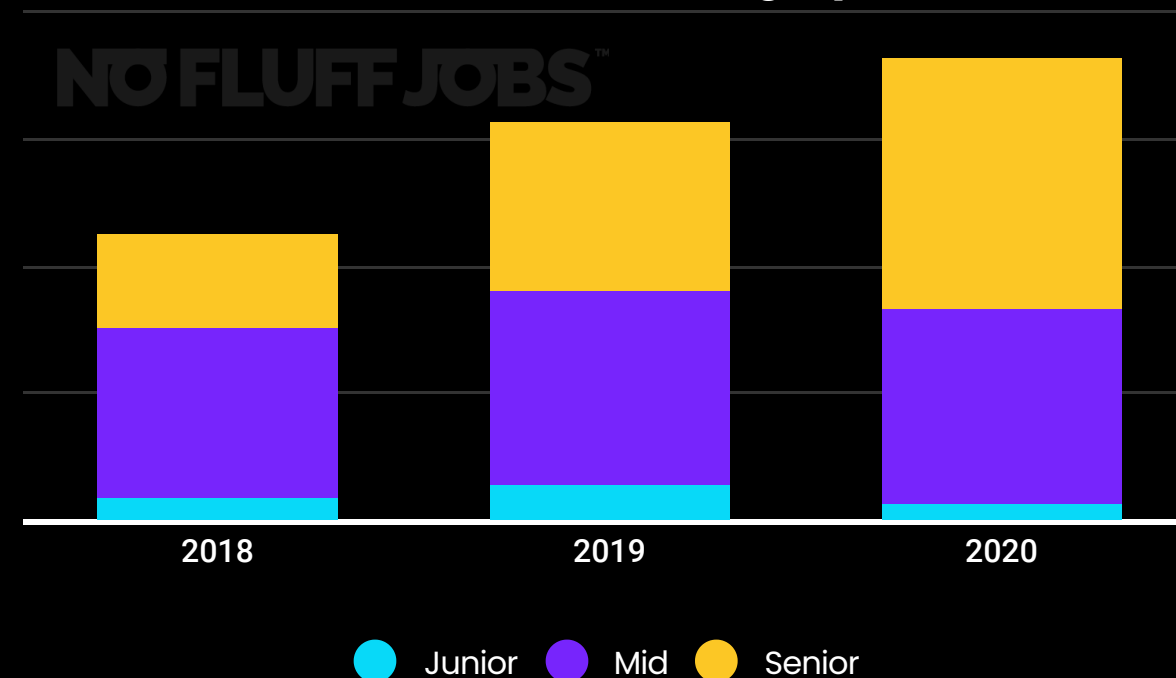● Min ● Max

Specializations

Number of offers and key requirements

As each year, Backend offers have abounded on No Fluff Jobs portal. In 2020 we published almost 2 times more Backend offers than we did for Fullstack which holds the second highest place.

It's worth mentioning that during a pandemic year senior offers increased significantly.

In terms of requirements – some trends remain the same. In 1/3 Backend job offers candidates are required to know Java and Git. Every fifth offer demands knowledge of Rest and SQL. Note that popularity of Docker and MySQL is becoming more and more visible.

Number of job offers for Backend category

| 2018 | 2019 | 2020 |

● Junior ● Mid ● Senior

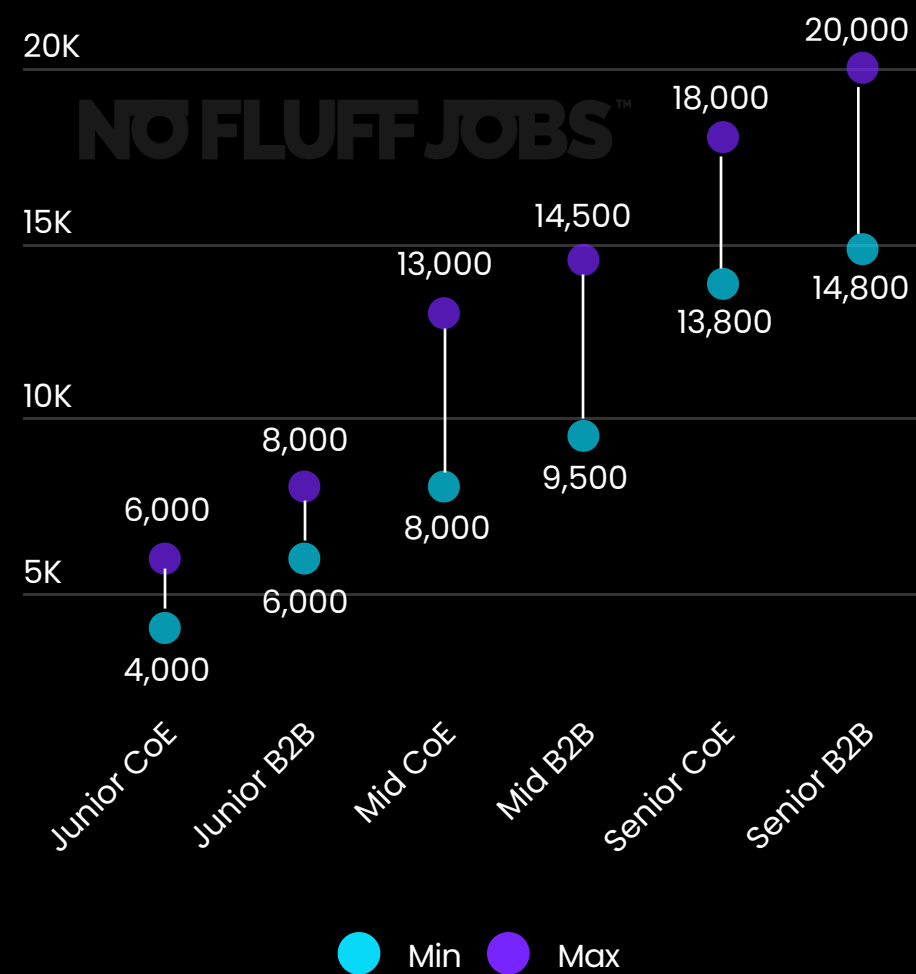| MUST HAVE		GROWING TREND
Java	Git	Docker
Rest	SQL	MySQL
Spring	.NET	

Offered salary based on experience level

Salary for juniors in the Backend category amounted to net PLN 6,000–8,000 (+VAT) on B2B contracts and gross PLN 4,000–6,000 on the employment contract.

Being promoted to a mid specialist meant a prominent pay rise. Mids could count on salaries reaching net PLN 9,500–14,500 (+VAT) on B2B and PLN gross 8,000–13,000 on employment contract.

Seniors, on the other hand, earned even 50% more than mids. Most experienced seniors were offered net PLN 14,800–20,000 (+VAT) on B2B and gross PLN 13,800–18,000 on employment contract.

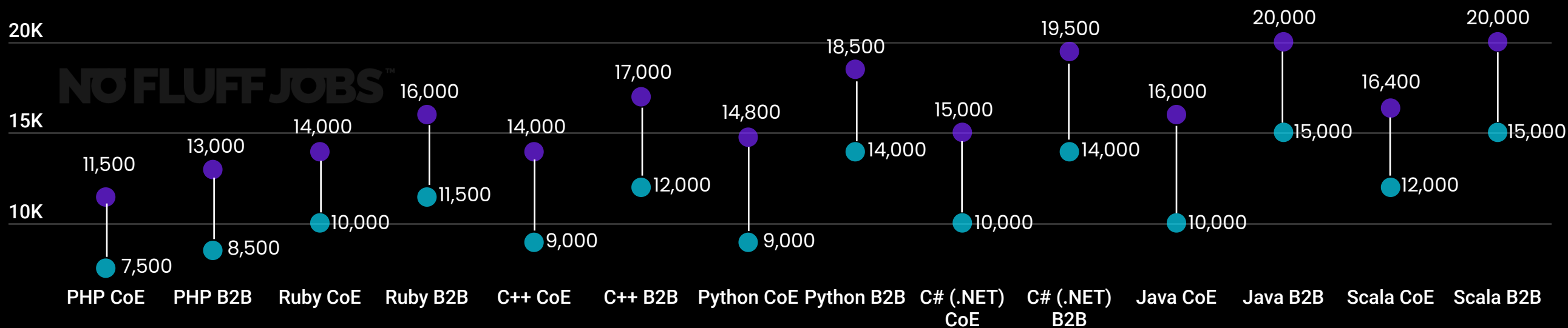**Median of salary brackets for Backend category**

- Junior CoE: Min 4,000 / Max 6,000
- Junior B2B: Min 6,000 / Max 8,000
- Mid CoE: Min 8,000 / Max 13,000
- Mid B2B: Min 9,500 / Max 14,500
- Senior CoE: Min 13,800 / Max 18,000
- Senior B2B: Min 14,800 / Max 20,000

● Min ● Max

For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.

Offered salaries based on technology

While analyzing our Backend offers in terms of the most prominent technologies known by a candidate, we can distinguish two leading tools: **Java** and **Scala**. Candidates who know them can count on salaries ranging between net PLN 15,000–20,000 (+VAT) on B2B contracts. As for the employment contracts, knowledge of Scala is even more profitable – it brought salaries amounted to gross PLN 12,000–16,400. C# experts should be satisfied as well – their salary brackets are only slightly smaller in comparison to mentioned technologies. The lowest salaries are offered to PHP developers. They earned net PLN 8,500–13,000 (+VAT) on B2B contracts and gross PLN 7,500–11,500 on employment contracts. It's a few thousand less than salaries of Ruby or C++ specialists.

Median of salary brackets per technology (Backend)

Technology	Min	Max
PHP CoE	7,500	11,500
PHP B2B	8,500	13,000
Ruby CoE	10,000	14,000
Ruby B2B	11,500	16,000
C++ CoE	9,000	14,000
C++ B2B	12,000	17,000
Python CoE	9,000	14,800
Python B2B	14,000	18,500
C# (.NET) CoE	10,000	15,000
C# (.NET) B2B	14,000	19,500
Java CoE	10,000	16,000
Java B2B	15,000	20,000
Scala CoE	12,000	16,400
Scala B2B	15,000	20,000

For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.

Min   Max

What has been making Java the king of Backend technologies for so many years? Can it get replaced?

Java as a programing language remains a safe choice for both companies and for a private use. It served as an effective product for years. We may come across many ready-to-use libraries and solutions. What's more, many well-known tools use that language which only enhances its authenticity. Is it the best approach? Not really, but it works just fine on the market. As the best alternative, I'd point .NET Core or perhaps Python and Node.JS.

Let's ponder upon Python for a moment. Its growing popularity is influenced by ML / AI / Data / Data Science specialists and microservices. Considering data-related areas, Python is often the first choice, mainly due to a low threshold and numerous read-to-use libraries.

Data Science experts often don't have a technical background or "hard" programing skills, so Python makes their work easier. By knowing it, they can boost productivity of their teams while designing small or bigger solutions. There have been ongoing attempts on the IT market to give up on creating enormous monoliths and turn into simpler solutions and microservices, for which Python is a perfect tool.

Łukasz Kałużny
**Technology Advisor at Protopia, Podcaster at Patoarchitekci**

Number of offers and key requirements

It's no coincidence that Fullstack category is increasing year after year. According to HackerRank Developer Skills Report 2020, Fullstack specialists are **top priority – 38% of hiring managers state it's the first role to fill in IT**.
No wonder that the number of Fullstack job offers on nofluffjobs.com portal has significantly increased, whereas the number of senior offers doubled.

Knowing JavaScript remains the most important requirement (it appearead in every third offer), just before Java and Git (every fourth offer).

Number of job offers for Fullstack category

NO FLUFF JOBS™

2018   2019   2020

● Junior   ● Mid   ● Senior
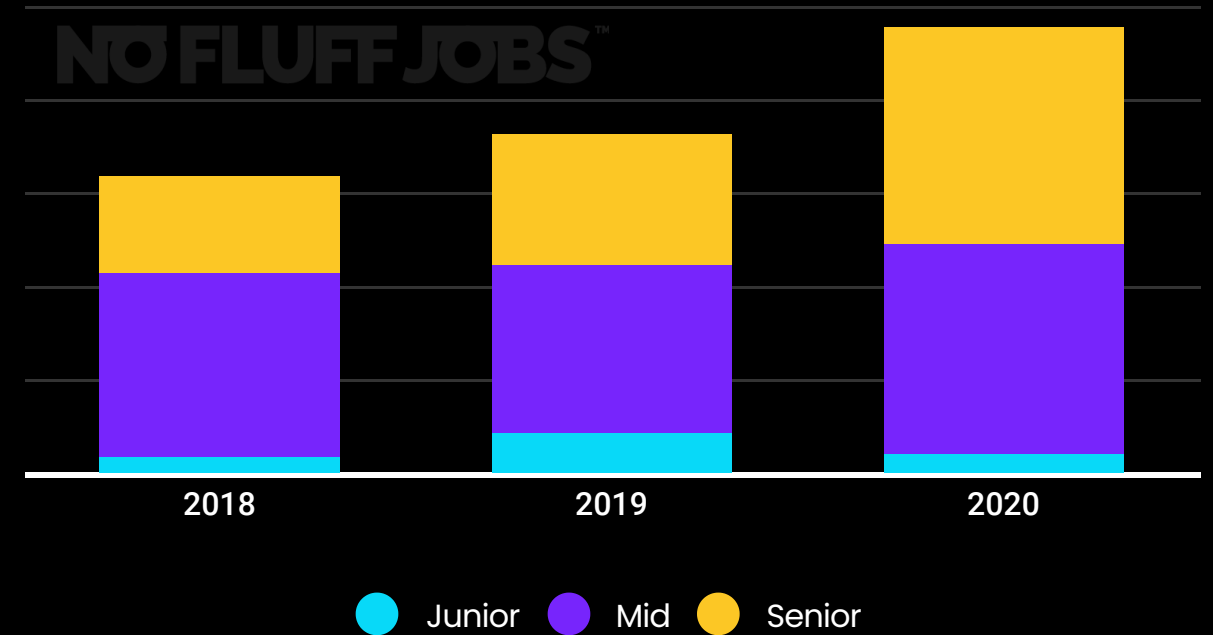
MUST HAVE

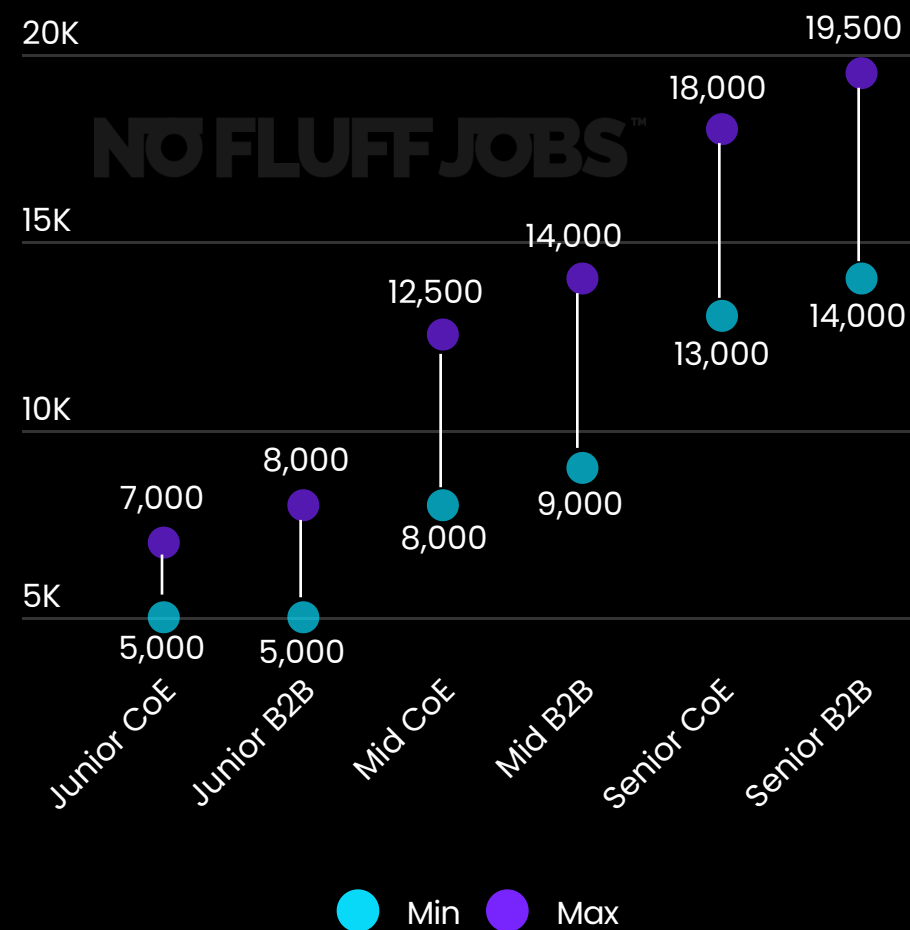| JavaScript	Java
.NET	HTML
Git	CSS

Offered salary based on experience level

Fullstack specialists can expect **similar salaries to what is offered to Backend and Frontend experts**. Salary discrepancies are really subtle. For instance, in comparison to Frontend mids, salary brackets are almost the same, as for seniors – only B2B contract offers "something" extra.

Junior salaries start from PLN 5,000 for both types of contracts [net (+VAT) on B2B / gross on CoE] and reach up to PLN 7,000–8,000, which is in turn, the bottom range for mids. They can count on net PLN 9,000–14,000 (+VAT) on B2B and gross PLN 8,000–12,500 on employment contract.

Senior Fullstack developers are close to hitting a magical amount of net PLN 20,000 (+VAT) on B2B contract and gross PLN 18,000 on CoE.

Median of salary brackets for Fullstack category

	Min	Max
Junior CoE	5,000	7,000
Junior B2B	5,000	8,000
Mid CoE	8,000	12,500
Mid B2B	9,000	14,000
Senior CoE	13,000	18,000
Senior B2B	14,000	19,500

● Min ● Max

For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.

Why is market demand for Fullstack developers so urgent?

Last year, companies were seeking for Fullstack experts more frequently. On nofluffjobs.com portal we published 31% more job offers in this category than in 2019. It's a clear sign that competencies represented by Fullstack specialists have become essential wherever IT products are being developed.

Why is market demand for Fullstack developers so urgent? It stems from the comprehensive skills acquired by Fullstack developers. They combine knowledge from various domains. Now, when demand for experienced, highly-skilled candidates is so great, companies are more eager to hire Fullstack developers.

A contemporary Fullstack expert should possess basic knowledge of all technological stack layers and be able to create MVP on their own. Their training will never be completed. Learning a completely new framework within a year is not a fad anymore, it's a necessity crucial for further professional growth. That's why flexible and comprehensive Fullstack candidates are so desired.

Marek Psiuk
CTO at No Fluff Jobs

Number of offers and key requirements

Frontend is the third most popular category on nofluffjobs.com.

Each year, the number of required skills is increasing. In 2019, we observed around 5.5 "must have" requirements, whereas a year later this rate went up to 6.2.

Consistently, the most important skills are knowing JavaScript (60% offers), CSS (48%) and HTML (43%). However, TypeScript is becoming more prominent each year, as in 2020 it was mentioned in 26% more job offers than a year before.

Number of job offers for Frontend category

NO FLUFF JOBS™

2018	2019	2020

● Junior　　● Mid　　● Senior
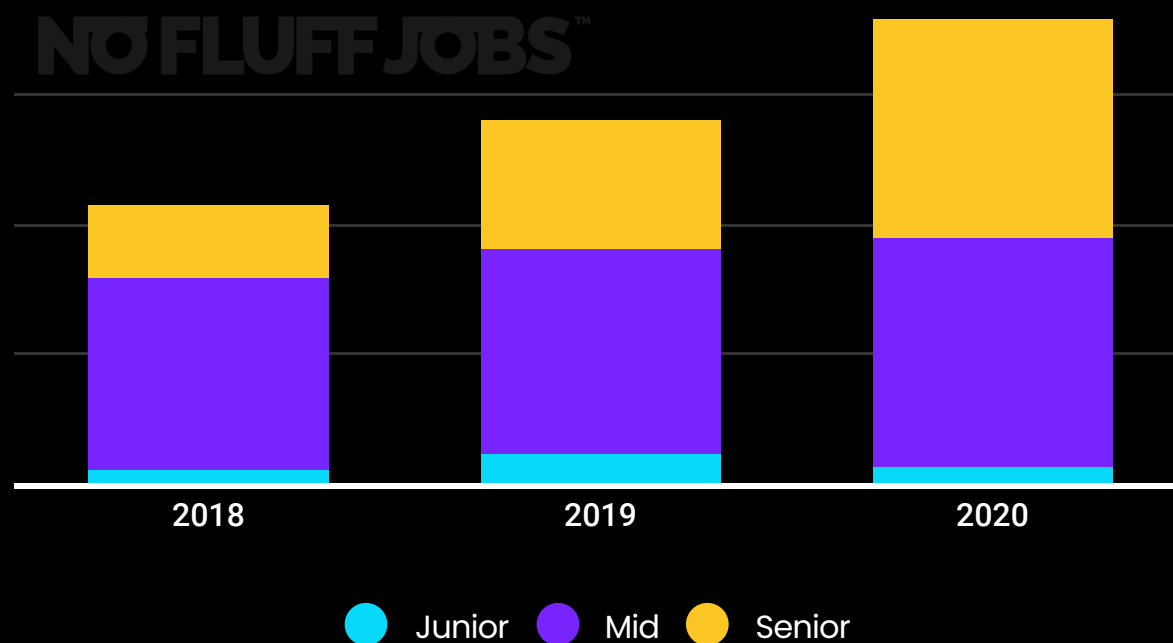
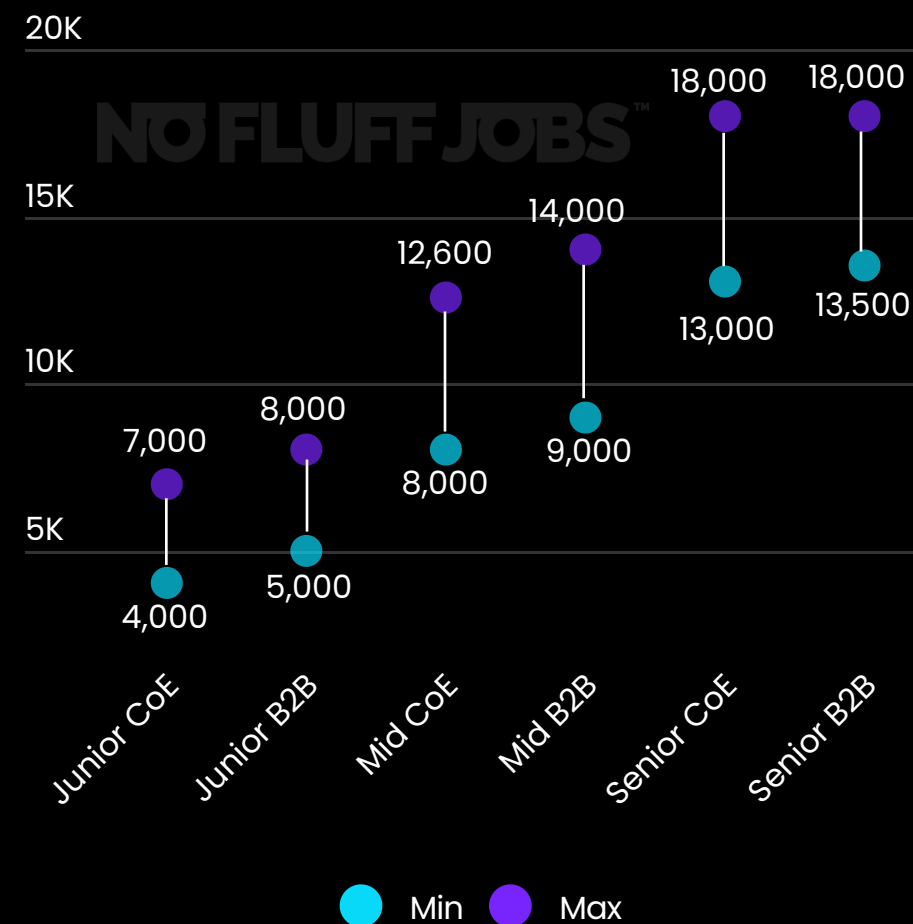| MUST HAVE	
JavaScript	CSS
HTML	React
Git	TypeScript

Offered salary based on experience level

Salaries in Frontend category start from gross PLN 4,000 on CoE and net PLN 5,000 (+VAT) on B2B.

Being a mid specialist guarantees a double-fold increase in salary. Mid Frontend specialist can earn gross PLN 8,000–12,600 (CoE) or net PLN 9,000–14,000 + VAT (B2B).

Salary offered to seniors looks even more impressive – it ranges between gross PLN 13,000 and 18,000 on employment contract and is the same for B2B contract, however, it concerns net value.
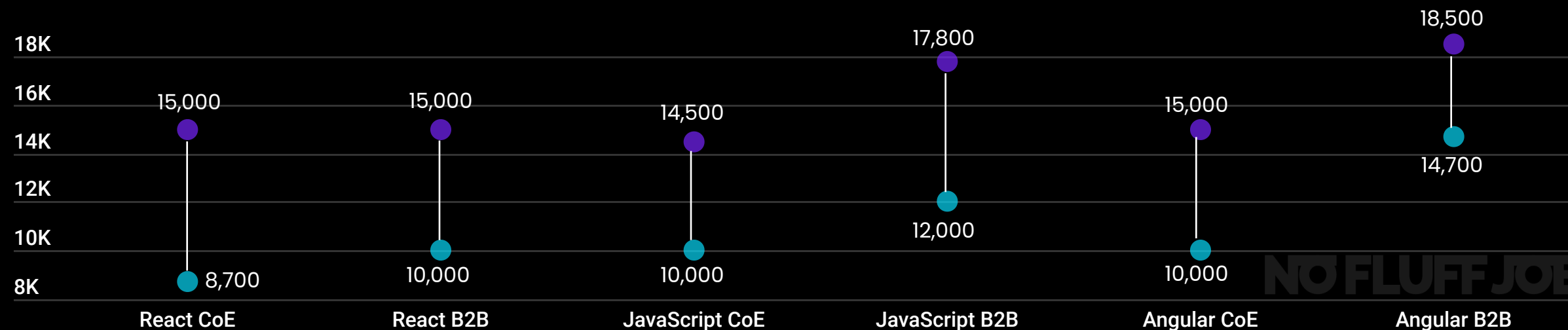
Median of salary brackets for Frontend category

	Junior CoE	Junior B2B	Mid CoE	Mid B2B	Senior CoE	Senior B2B
Max	7,000	8,000	12,600	14,000	18,000	18,000
Min	4,000	5,000	8,000	9,000	13,000	13,500

● Min ● Max

For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.

Offered salary based on technology

JavaScript as a **key Frontend technology** (it appeared in 3 out of 5 offers) sets a benchmark in terms of offerded salaries. As for B2B contract, JS specialists can earn net PLN 12,000–17,800 (+VAT) and gross PLN 10,000–14,500 on CoE. **Angular** specialists can count on even better conditions. Their salary brackets oscillate between net PLN 14,700–18,500 (+VAT) on B2B and gross PLN 10,000–15,000 on employment contract. React specialists, on the other hand, earn significantly less than their JavaScript and Angular colleagues. However, as for emplyoment contract, upper brackets are almost the same for all three technologies.

Median of salary brackets per technology (Frontend)

	React CoE	React B2B	JavaScript CoE	JavaScript B2B	Angular CoE	Angular B2B
Max	15,000	15,000	14,500	17,800	15,000	18,500
Min	8,700	10,000	10,000	12,000	10,000	14,700

For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.

● Min   ● Max

IT Job Market in Poland | 2020

26

Which Frontend competencies are particularly appreciated?

The whole gamut of skills which contemporary Frontend developer has to acquire, is incomparably bigger to these required only a few years ago. Dozens of tools, libraries and frameworks enable to create applications in a faster and better way. Therefore, being a Frontend specialist means constant learning.

Focusing on technicalities and writing code is not enough to stand out from the crowd. Nowadays, engagement, solving problems on a larger scale, efficient communication and taking responsibility for one's work – these are highly-applauded skills on the IT market. Why? The answer is simple. No matter how many developers are on the market, the number of truly excellent experts will be always low, whereas demand for these specialists – extremely high.

That's why to distinguish oneself in the contemporary world, programing can't be the only asset. You have to know how to use your skills while working on dynamic projects and in cooperation with larger teams.

Adam Romański (Hello Roman)
Frontend Developer

Number of offers and key requirements

Mobile category at No Fluff Jobs has remained quite stable for a few years. The number of job offers for mid specialists is virtually the same each year. However, here, just as in other categories, IT companies look for experienced candidates.

The faster Mobile technologies develop, the **more is expected** of Mobile developers. Not only do these requirements increase, but they are also subject to constant change.

At first glance, we can see that technologies related to object-oriented programing are in retreat. New tools are in high demand now: Kotlin appeared in 1/3 of offers (in 2019 it was mentioned in 1 out of 5 offers).

Number of job offers for Mobile category

| 2018 | 2019 | 2020 |

● Junior ● Mid ● Senior
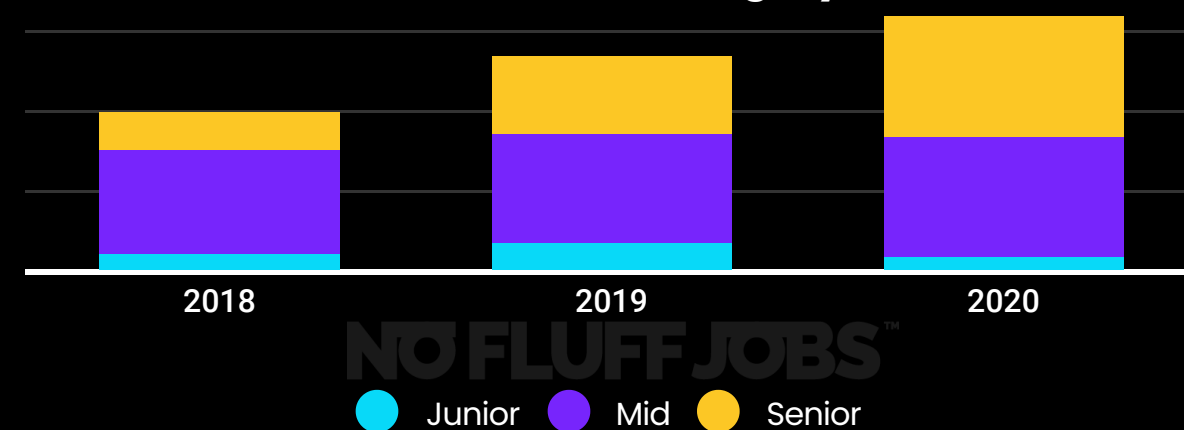
MUST HAVE	
Swift	Kotlin
Java	Rest
MVVM	XCode

GROWING TREND	DECLINING TREND
Kotlin	C++
Rest	iOS SDK
MVVM	ObjectiveC

Offered salary based on experience level

Demands set for Mobile specialists are constantly growing. Fortunately, **their salaries grow as well**.

Seniors were offered net PLN 14,000–18,800 (+VAT) on B2B and gross PLN 13,500–17,700 on employment contract.

Less experienced mids could earn net PLN 8,500–14,000 (+VAT) on B2B and gross PLN 7,600–12,000 on CoE.

Juniors, on the other hand, used to make net PLN 4,500–7,000 (+VAT) on B2B and the same salary brackets (but gross) on employment contract.

Median of salary brackets for Mobile category

	Junior CoE	Junior B2B	Mid CoE	Mid B2B	Senior CoE	Senior B2B
Max	7,000	7,000	12,000	14,000	17,700	18,800
Min	4,500	4,500	7,600	8,500	13,500	14,000

● Min   ● Max

For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.

We can observe departing from technologies connected with object-oriented programing. What will the future bring?

Object-oriented programing as a paradigm will be probably in use for a long time. Let's remember that most of SDK is fully structural and object-oriented. Current trends promote elements of functional programing combined with reactive programing, especially with regard to user interface. Therefore, programing has become more declarative and flexible.

Supposedly, these ongoing trends evolved due to React.js. Currently, mobile solutions are directly built on React.js, such as React Native, or they draw inspiration from this technology. Similarly to Flutter or even Swift UI which have been inspired by Combine or Jetpack Compose. We can even come across direct "translations" of API React for Jetpack Compose.

The future belongs definitely to combination of functional elements of programing languages (such as Swift, Kotlin or Dart) with reactive and declarative user interface.

Radosław Szeja
Mobile Engineering Manager at Netguru

Number of offers and key requirements

Last year we could have watched growing demand for testers. The number of Tester job offers increased by 30% in comparison to 2019.

Based on demands set for testers, we can notice that there's a **market for specialists** who are not only **more experienced** but also **incredibly all-around**.

As for must have requirements in this category, the most prominent are: Selenium, Java and SQL. Moreover, Python, Rest and Postman are gaining popularity.

Number of job offers for Testing (QA) category

2018   2019   2020

● Junior   ● Mid   ● Senior
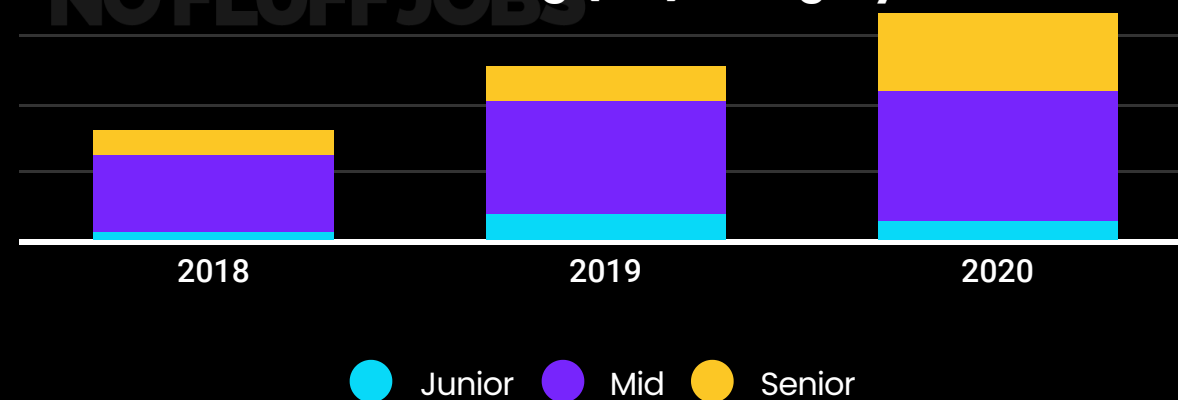
MUST HAVE	
Selenium	SQL
Java	Rest
Jira	GIT

| GROWING TREND	DECLINING TREND
Python	Java
Rest	SQL
Postman	

Offered salary based on experience level

Testers could be actually slightly disappointed if they were to compare their salaries to other IT experts. We mean especially testers working on the employment contract. Seniors can earn gross PLN 10,000–15,000, mids: gross PLN 7,400–11,000, and juniors: gross PLN 4,000–6,000.

Specialists working on B2B contracts are in a much better situation. Seniors can count on net PLN 13,400–18,000 (+VAT), mids: net PLN 9,000–13,500 (+VAT), whereas juniors: net PLN 4,000–7,500 (+VAT).

Median of salary brackets for Testing (QA) category
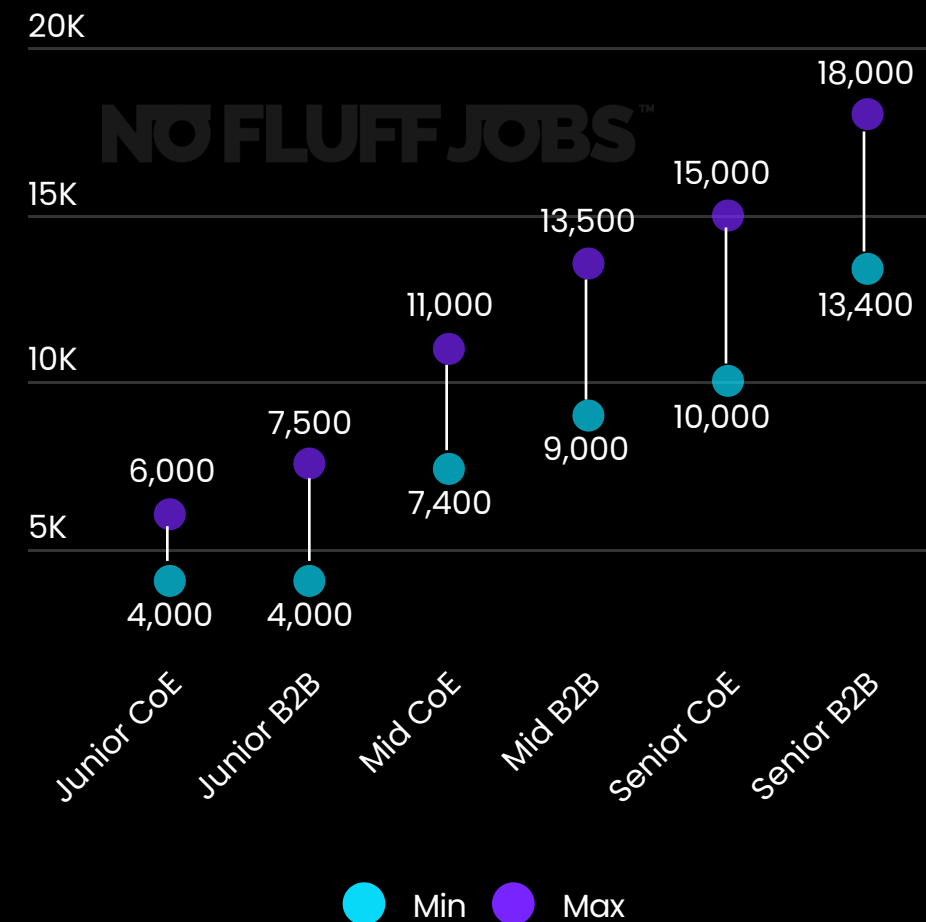
For B2B contracts salaries are given in net PLN.
For employment contracts (and other) – in gross PLN.

Why a tester has to be a versatile employee?

Changing expectations towards testers may be caused by a growing demand for automation of software testing. This trend will only expand over time.

Concern for the top-notch quality should play an integral part of each software development cycle. We can't leave it till the end, before a final deployment. A process of testing should be carried out during a code writing stage and then continued during integration and implementation. By taking this approach you can reduce the cost of quality check, because spotting a bug during a code writing process is cheaper than fixing it after the production deployment. It means that testing becomes a part of the ongoing integration process and knowing CI/CD tools such as Jenkins, which form core technology here, is a necessity.

Accepting this perspective helps to stimulate one's sense of quality responsibility in a whole developer team, not only QA department. This way your work ethics remains consistent with the DevOps culture. Teams can deploy more often and at the same time make less mistakes which are visible only once the production deployment is completed.

Marcin Lepiarczyk
**IT Manager at Ringier Axel Springer Tech**

Number of offers and key requirements

DevOps is still quite a new specialization on the IT market, however, the number of published job offers is **constantly growing**. Last year on nofluffjobs.com portal we published 2.5 times more DevOps offers than two years before.

The most desired DevOps candidates are specialists who have **several years of experience**. It is so, not only because 97% of all DevOps offers in 2020 were aimed at them, but also due to a long list of required technologies and tools, for instance: Linux, Docker, .NET or AWS.

Number of job offers for DevOps category

NO FLUFF JOBS

2018   2019   2020

● Junior   ● Mid   ● Senior
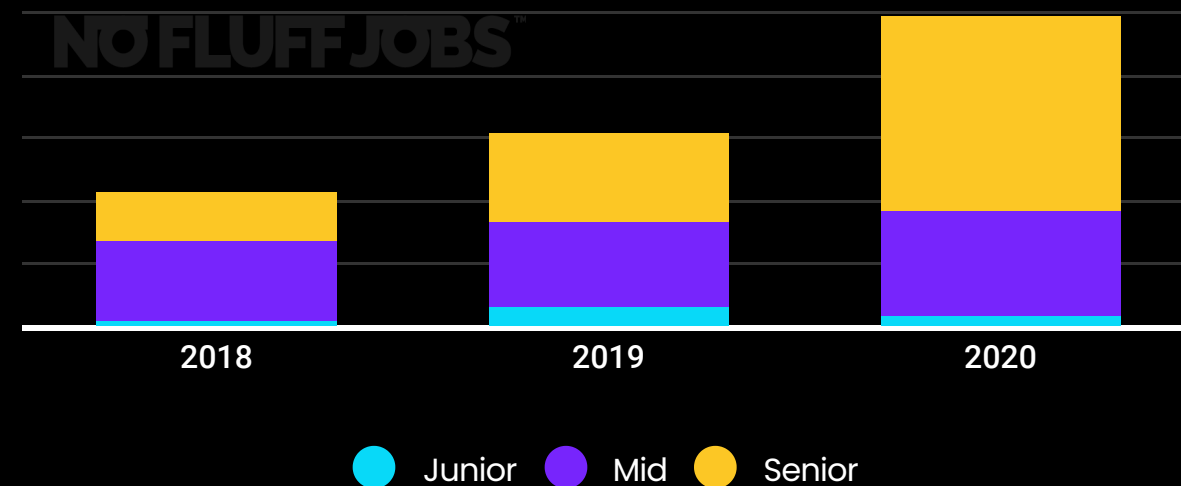
MUST HAVE	
Linux	Python
Docker	.NET
AWS	Git

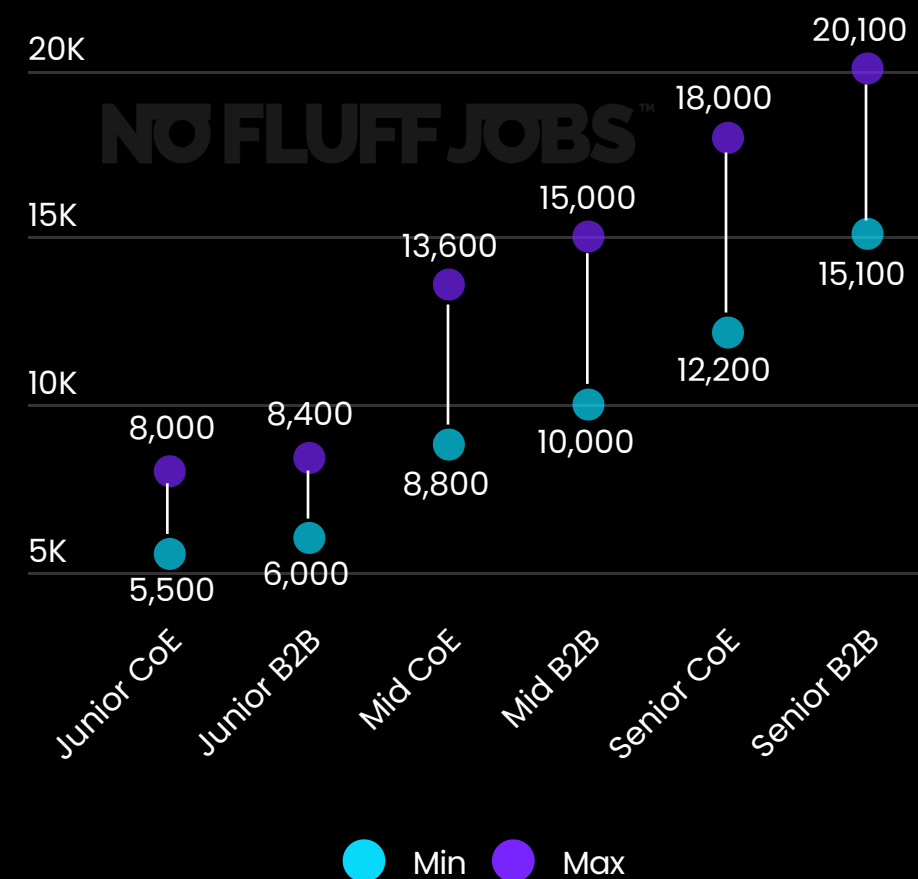| GROWING TREND	DECLINING TREND
Azure	Shell
Terraform	

Offered salary based on experience level

DevOps has become both a popular and a profitable specialization in recent years. As we've already pinpointed on our "Offered salaries" section, DevOps is one of the best paid categories in IT.

Median of the upper salary bracket for a senior exceeds net PLN 20,000 (+VAT) on B2B and the bottom range – net PLN 15,100 (+VAT). As for employment contract DevOps specialists can count on gross PLN 12,200–18,000.

Even less experienced candidates can expect attractive salaries. Junior DevOps specialists earn net PLN 6,000–8,400 (+VAT) on B2B or gross PLN 5,500–8,000 on employment contract.

Median of salary brackets for DevOps category

	Min	Max
Junior CoE	5,500	8,000
Junior B2B	6,000	8,400
Mid CoE	8,800	13,600
Mid B2B	10,000	15,000
Senior CoE	12,200	18,000
Senior B2B	15,100	20,100

● Min   ● Max

For B2B contracts salaries are given in net PLN. For employment contracts (and other) – in gross PLN.

Why are DevOps specialists so desired on the IT job market?

As a leader of the team whose tasks include delivering DevOps solutions, I can confirm an omnipresent trend of high demand for DevOps specialists. We've been carrying out our activities in the scope of automation processes in regard to designing and maintaining applications for over 5 years now and each year we observe a growing need for our expertise, which is obviously followed by expanding our team.

DevOps category is now rooted in the clients' mind as an inherent element of every tech project. At the same time, our scope of knowledge regarding tools, processes and best practices is constantly growing which calls for creating various specialization. Tasks which were once fulfilled on the side to build, deploy and monitor information system, now require broad experience. Our clients know though that hiring a specialist with unique skills will pay off in the long run due to advantages of process automation.

Unfortunately, the job market is not keeping up with the growing demand for DevOps experts, which is why we often undertake the task of educating our employees in this field by boosting their competencies.

Tomasz Wala
Senior Manager at Capgemini Software Solutions Center

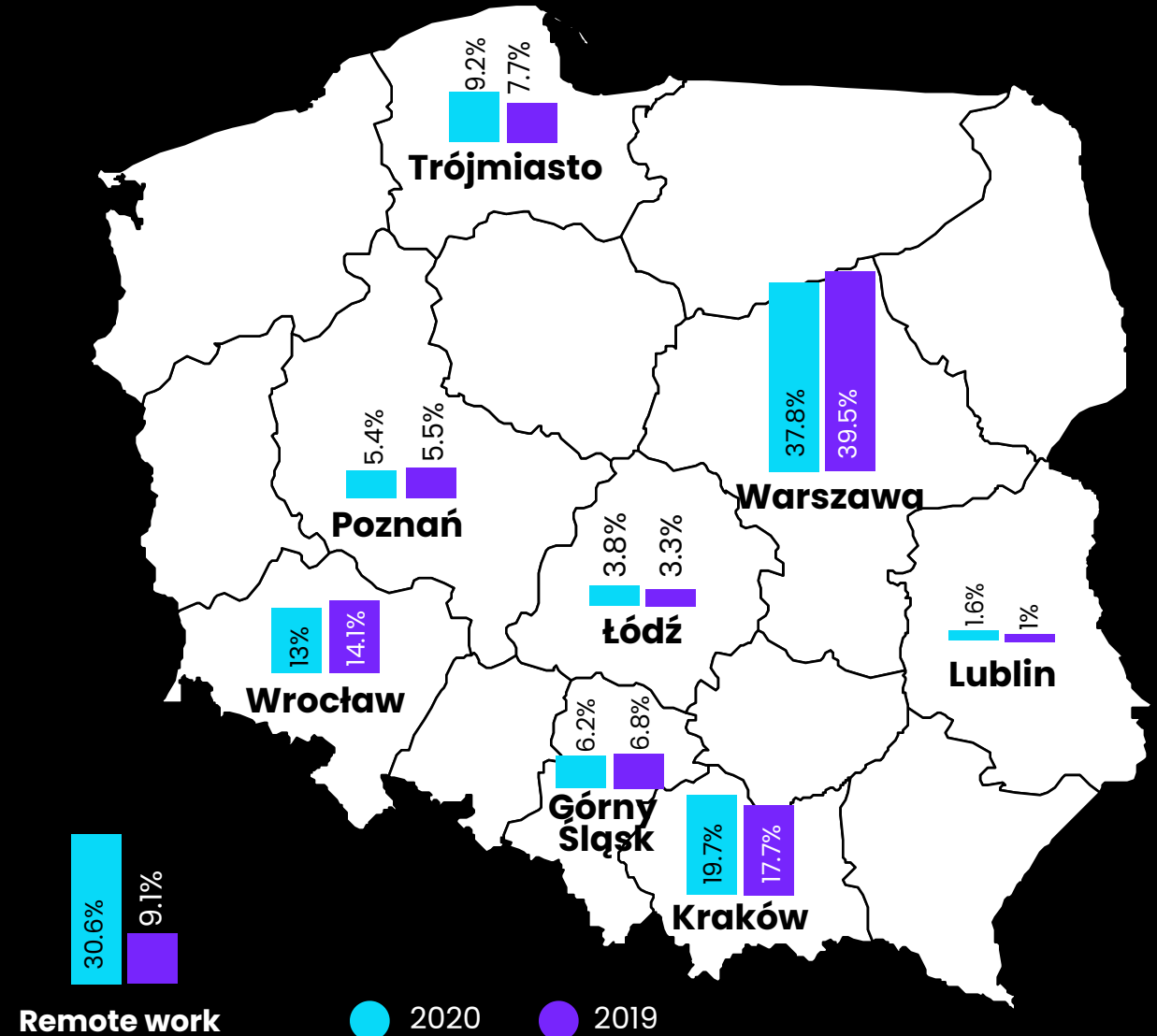# Locations

Number of offers

After such an unusual year as 2020, it's no surprise that one of the top offered locations were... our four walls. ;)

Remote work offers represented **31% of all job postings** published on nofluffjobs.com portal (in 2019 they made only 9%) and it's just behind the leader of work location: Warszawa (38%).

Meet the victorious locations which noted a growth in the number of published job offers: **Kraków, Trójmiasto, Łódź, Lublin**.

Wrocław, Silesia and Poznań, on the other hand, recorded a slight drop.

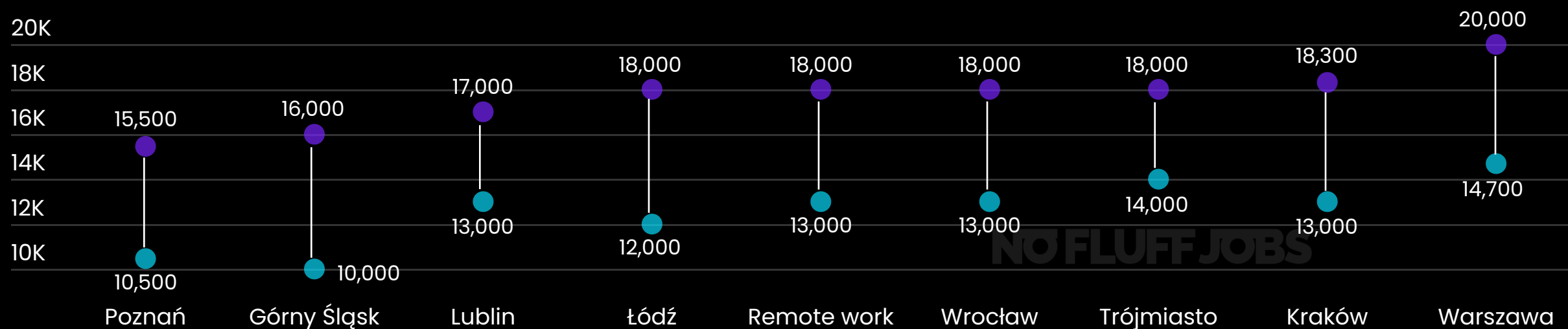**Share of jobs offers based on locations**

Trójmiasto 9.2% 7.7%
Warszawa 37.8% 39.5%
Poznań 5.4% 5.5%
Łódź 3.8% 3.3%
Lublin 1.6% 1%
Wrocław 13% 14.1%
Górny Śląsk 6.2% 6.8%
Kraków 19.7% 17.7%
Remote work 30.6% 9.1%

● 2020 ● 2019

B2B contract

Last year, the most significant increase of salaries on B2B contracts was recorded in Trójmiasto, Warszawa, Wrocław and for the remote offers. In Trójmiasto, bottom salary brackets went up by **40%** (!) – from net PLN 10,000 (+VAT) to net PLN 14,000. In Wrocław, bottom salary brackets increased by 30%, whereas in Warszawa – by 23%. The growth of upper salary brackets was not so impressive, but still worth mentioning as they went up by **12–14%** in the aforementioned locations. Warszawa still provides the highest remunerations [net PLN 14,700–20,000 (+VAT)], but in 2020 **Trójmiasto joined the circle of leaders**: Kraków, Wrocław and remote offers. In all of these cases candidates could count on salaries between net PLN 13,000 and 18,000 (+VAT).

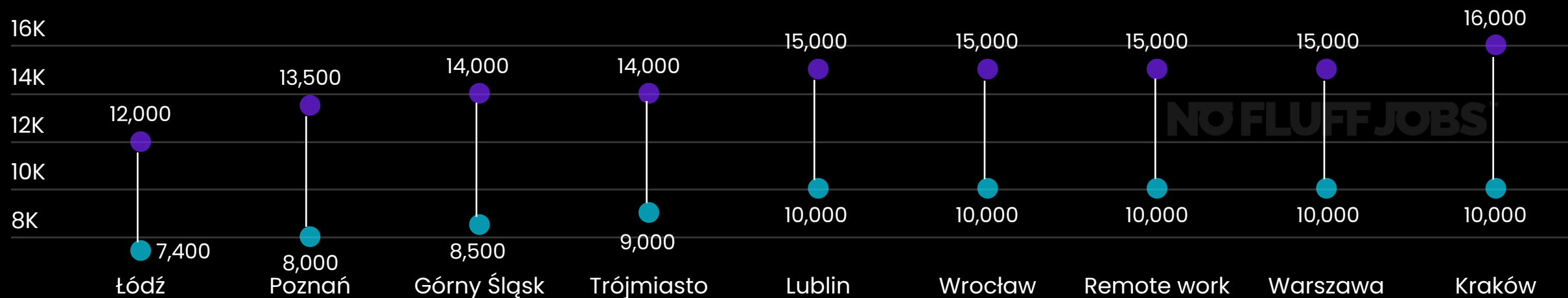## Median of salary brackets based on location (B2B contract – net PLN)

Location	Min	Max
Poznań	10,500	15,500
Górny Śląsk	10,000	16,000
Lublin	13,000	17,000
Łódź	12,000	18,000
Remote work	13,000	18,000
Wrocław	13,000	18,000
Trójmiasto	14,000	18,000
Kraków	13,000	18,300
Warszawa	14,700	20,000

● Min ● Max

Employment contract

In case of employment contracts, the results were not as spectacular as for B2B contracts, but we still managed to draw some interesting conclusions. Throughout the year we've observed positive changes in **Lublin** (bottom salary brackets increased by 25%, upper – 20%) and **Wrocław** (25%/15%). The remaining locations also noted higher salaries, but it was a single-digit difference. The highest-paying IT jobs were offered to specialists working in **Kraków** (employment contract): gross PLN 10,000–16,000. However, the capital of Lower Poland beat other locations: Warszawa, Wrocław, Lublin and remote work offers only by inches (gross PLN 10,000–15,000).

Median of salary brackets based on location (employment contract – gross PLN)

	Łódź	Poznań	Górny Śląsk	Trójmiasto	Lublin	Wrocław	Remote work	Warszawa	Kraków
Max	12,000	13,500	14,000	14,000	15,000	15,000	15,000	15,000	16,000
Min	7,400	8,000	8,500	9,000	10,000	10,000	10,000	10,000	10,000

● Min ● Max

What should be taken into account to turn remote work into an asset, not a pandemic fad?

Remote work has officially entered our new reality and it's here to stay due to a very simple reason – it provides a whole range of benefits for the employees. It creates more productive, engaged and goal-oriented teams. All you need to do, as an employer, is to prepare yourself. Focus on these three important aspects:

- Schedule clear and achievable goals. The OKR system may come in handy, as it helps to point consistent short- and long-term goals and exclude micromanagement.
- Focus on communication which is based on responsiveness (transparency and inclusivity). Additionally, make sure that everyone is well-informed about procedures in a given organization.
- Choose suitable tools to monitor workflow, sort out communication channels and enable consistent project management.

Check out how we do it at Netguru and find some useful tips at: https://www.netguru.com/consulting/remote

Joanna Guzik
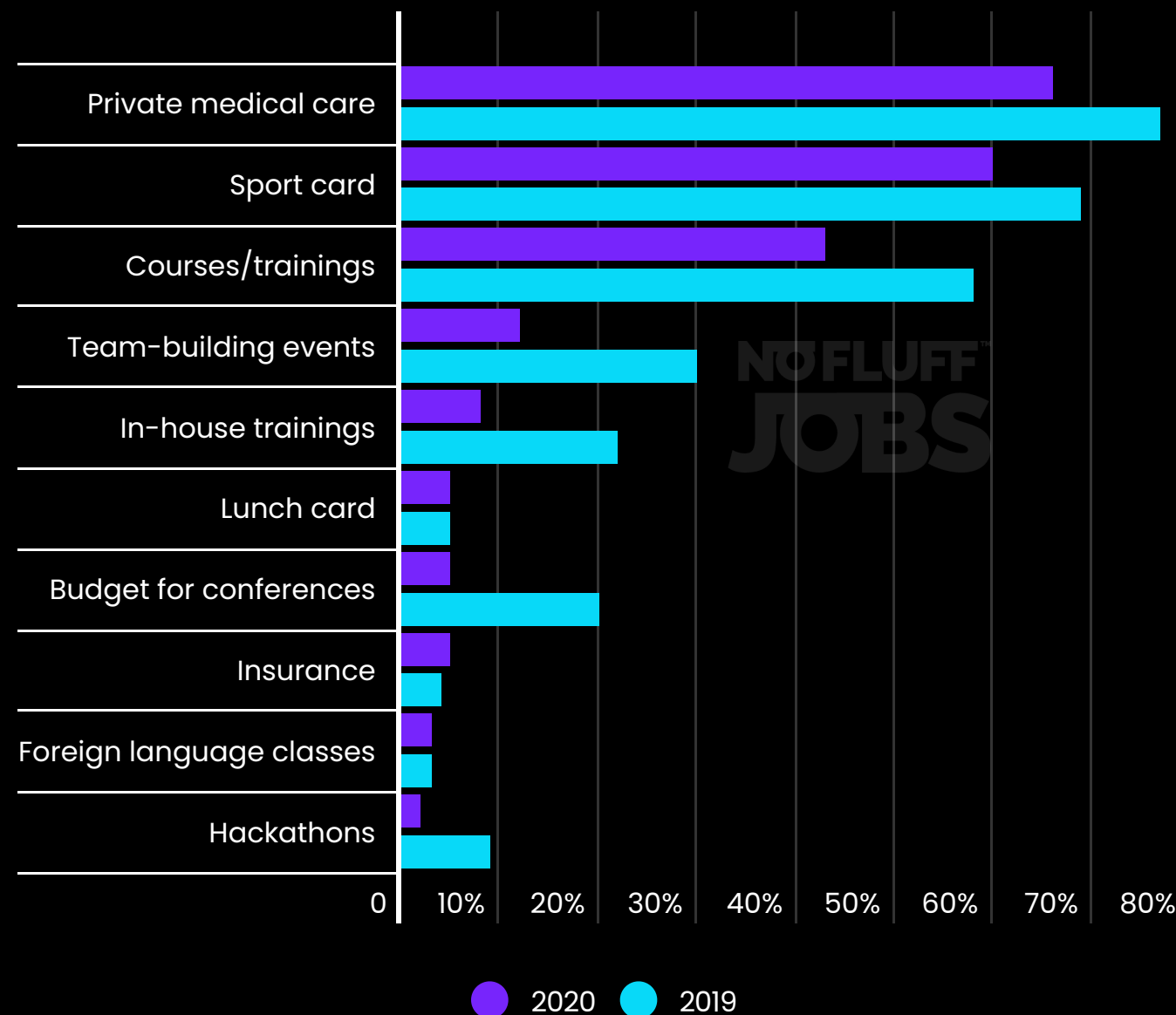**Senior Recruitment Specialist at Netguru**

Benefits and additional job perks

The most popular benefits in job offers

2020 verified how companies can look after employees' well-being. **Introducing "a cost-saving mode**" had a negative impact on almost all benefits mentioned in our job offers. All aspects of **team-building initiatives suffered** the most. Information about events and in-house trainings appeared 60% less frequently than in 2019. Budgets for courses, trainings and conferences are the next "victims" of this peculiar year.

Private medical care is still an invincible leader. It was offered in 66% of our jobs postings. Interestingly, despite pandemic restrictions regarding fitness clubs, gyms and sports venues, sport cards noted only a slight drop – they were mentioned in 3 out of 5 offers.

Share of particular benefits in job offers

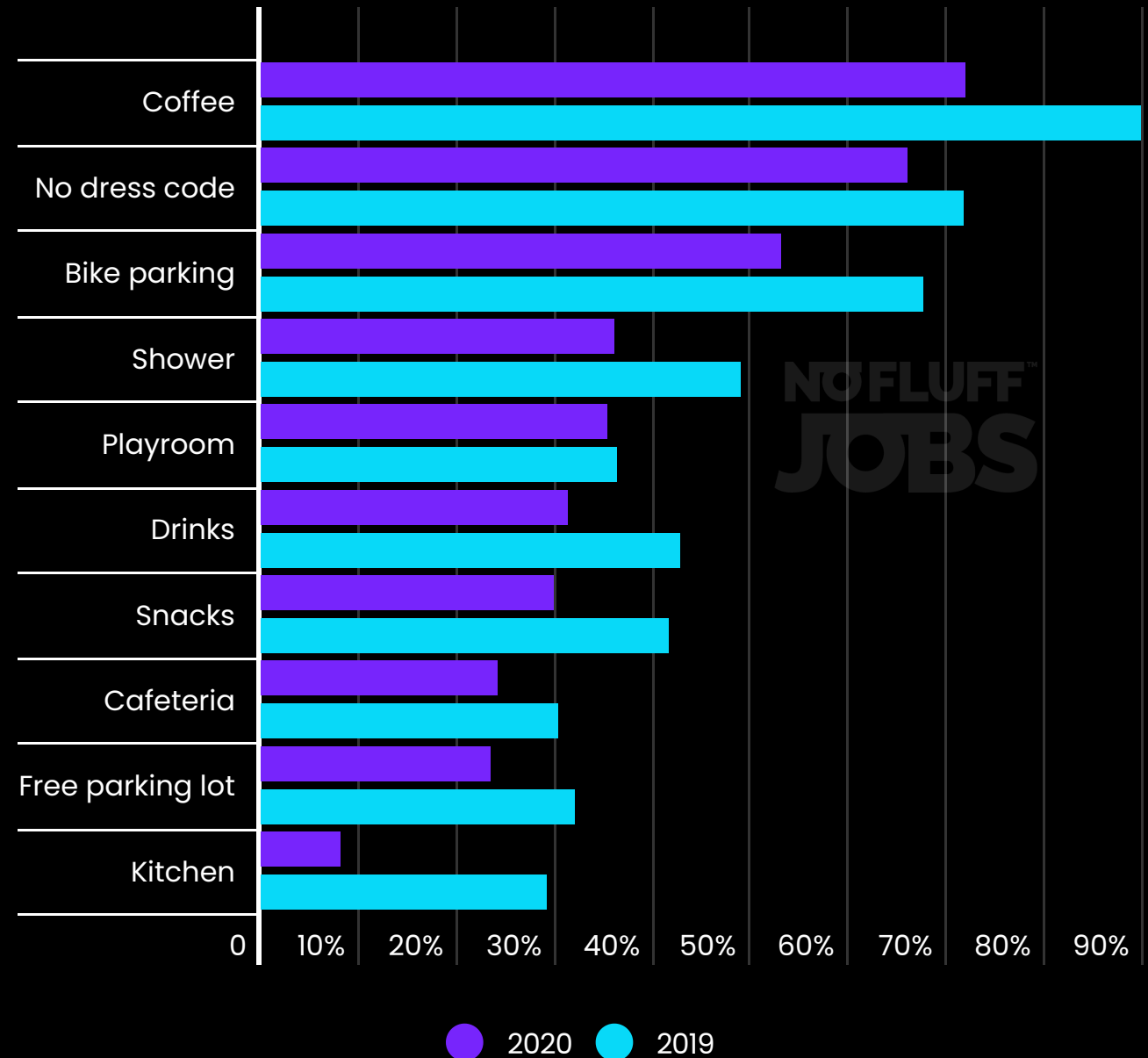IT Job Market in Poland | 2020

43

The most popular perks

At first, it seems like nothing. After all, we can do without perks in the workplace, but... It's kind of cool if we have them. Unfortunately, in 2020 they were in decline.

Most of the changes were caused by switching into remote work. It affected the availability of drinks (including our no. 1 – coffee), snacks, breakfasts and lunches.

The culminating point of introduced limitations is a significant decrease of kitchen information (from 29% into 8%). Just as a free parking lot or available showers, these changes are linked with two aspects: moving work into our homes and reducing or even changing office space into smaller venues.

Share of particular perks in job offers

- Coffee
- No dress code
- Bike parking
- Shower
- Playroom
- Drinks
- Snacks
- Cafeteria
- Free parking lot
- Kitchen

0   10%   20%   30%   40%   50%   60%   70%   80%   90%

● 2020   ● 2019

Which trends related to benefits will be most prominent in 2021?

The most important task during the pandemic is to prepare the organization for the uncertain times – by making savings, which in the future will help to maintain jobs and salaries on a constant level. A natural consequence involves reducing current operational expenses. In 2020 companies were seeking savings in the areas connected with space rental, benefits or office management.

Due to prolonging isolation and work from home, in 2021 companies would have to face another challenge – caring for motivation, team-building activities, as well as mental and physical well-being of their employees. Many organizations will focus on providing a better work-life balance and developing their initiatives regarding the overall well-being.

More and more benefits will include individual sessions with a psychologist or a physical therapist. Huge company parties will be replaced by online initiatives such as: team culinary workshops, meetings in open space (small groups) or any other individual suggestions.
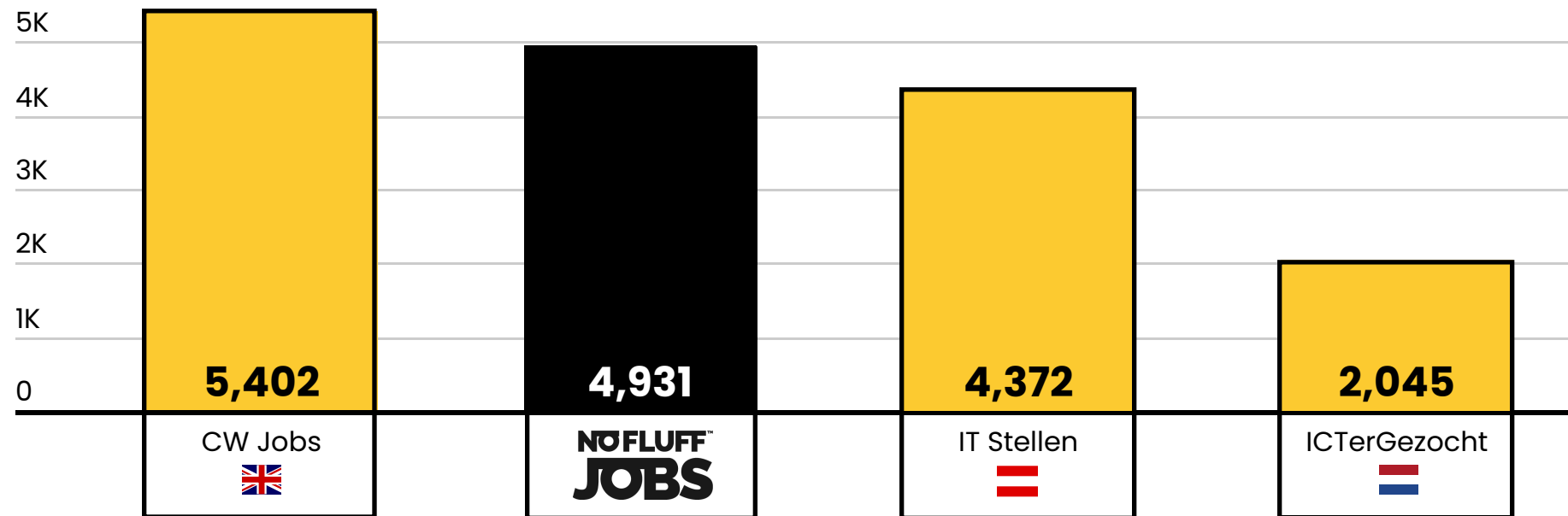
Agnieszka Dąbrowska
Wrocław Branch Manager, SoftServe Poland

Find a job at the top IT job board in Europe!

**Number of job offers published on the biggest IT portals
with salary brackets**

5,402	**4,931**	**4,372**	**2,045**
CW Jobs 🇬🇧	NO FLUFF JOBS	IT Stellen 🇦🇹	ICTerGezocht 🇳🇱

Check out our job offers at No Fluff Jobs

**This comparison concerns only active job offers with given salary brackets.
Data for February 9th, 2021. Source: dataminers.com*

Authors

Marek Jarząbek
Content Lead

Anna Wensierska
Performance Coordinator

Nataliia Tostanovska
Graphic Designer

Anna Żbikowska
Marketing Specialist/Translator

Join the biggest communities among Polish IT job boards

55 144   16 268   3 433   3 026