



The IT Job Market in Poland in 2021

Salaries, specializations and requirements in job ads

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Methodology and introduction to analysis

- 📄 **This annual report is the flagship publication of No Fluff Jobs, which is based on job ads published on nofluffjobs.com – the largest IT job board in Poland. The analysis was based on 90,994 job ads published between January 1 and December 31, 2021.**

This is the fourth such report in a row, allowing us to compare how trends in employment, salaries or requirements have evolved over the years. As the only IT job board in the country that publishes **100% of its offers with a salary range**, we have the necessary data to provide precise information about what professional employers in the technology sector are looking for.

The analysis you will find in this report covers various areas of employment: from the salary offered to the proposed types of contracts and requirements, up to perks, benefits and locations where the work would be performed. For a more enjoyable read, please peruse an explanation of the vocabulary that appears in the report most often.

Report Partner:

Hyland™

💰 **WHAT IS THE MEDIAN SALARY RANGE?**

The median is the middle value of a given set (e.g. for a set of numbers: 1, 1, 3, 5, 10, the median will be 3). As nofluffjobs.com publishes salary ranges (range from minimum to maximum), the earnings presented in the report are always given as the median of the lower and the median of the upper spread.

📄 **WHO IS AN IT SPECIALIST?**

- 📄 Whenever the term "IT specialist" or an "IT professional" is mentioned in the report, we mean an employee of the industry (or a candidate for a job in it) regardless of their level of experience, skills or seniority.

🔧 **WHAT IS TECHNOLOGY?**

- 🔧 To make it easier to sort out the requirements information in a job offer, when the term "technology" is mentioned, we mean the employer's requirement for a programming language, library, framework or tool.

NO FLUFF JOBS COO

Magdalena Gawłowska-Bujok

NO FLUFF JOBS CEO

Tomasz Bujok



Remote working, a flood of lay-offs, professional burnout, accelerated digital transformation - 2021 was a real roller-coaster, and the interesting events reshaping the technology sector could fill the front pages of reports for a good few years.

Employers (not just in IT) have undergone something of a fast-track course in running an organization in a dispersed team in 2021 and had to quickly navigate the new reality where 'digital' has started to dominate the real world for good. This transformation has taken place (and is still taking place) both in the context of acquiring new competencies and/or recruiting new team members and in the organizational context, for example, by replacing office spaces with cozy home environments.

Change is an inherent part of business reality, and the IT world is subject to change in a particularly dynamic way. As a leader among IT job boards for over three years, we have been following the main trends and conditions that drive the industry, and we share this knowledge with you in the form of cyclical reports.

Today, it is with pride and joy that we place the Annual Report in your hands: "The IT Job Market in Poland in 2021", and we believe you will find plenty of useful data and inspiration for the new year. Enjoy your reading experience.



HYLAND POLAND COUNTRY MANAGER

Jeremy Nass

It is a cliché to say that the ongoing pandemic has changed the world. Just a few weeks before its European implosion, we opened our first office in Poland, so virtually all current employees had already been recruited in the new Covid reality.

One effect of the pandemic is the proliferation of remote work. Some companies have always consciously decided not to employ remote workers on the market, but now they have no other choice, and the IT specialists themselves are the beneficiaries of this change. Remote work has "narrowed" the distances between cities, so that more potential employers are within reach of employees. For employers, this means competing for specialists who have "always" been missing, not only with companies from the same city or region, but also from the other end of Poland.

With the benefit of hindsight and the hundreds of professionals we have hired, we estimate that two key elements had a significant impact on the success of the hiring process at Hyland. The first was to shorten the process itself, since every day of delay is a greater risk of irretrievably losing a promising candidate. The second, not insignificant factor, was the focus of recruitment based on referrals.

The most important trends in IT job market

✦ **The digital transformation of enterprises that we have witnessed in 2021 has increased the demand for IT professionals. As in the previous year, again, employers were primarily looking for experienced employees (mid- and senior-level) to join the “digital” world with their company as soon as possible.**

This was reflected in job offers - their growth over the year was very noticeable (in each month of 2021, there were 2-3 times more offers than in the same period in 2020) and also resulted in an increased number of requirements for candidates.

Employers were disadvantaged by the fact that many IT professionals re-evaluated their approach to life during the pandemic and reacted by leaving their jobs, often spontaneously. This made it necessary to start recruiting again and try

to attract a new employee not only with a higher salary, but also with the organizational culture, perks or location, or to bet on the search for candidates outside the country.

The first half of 2022 is unlikely to change any of the above trends, which will require a great deal of patience on the part of employers and, at times, will mean significant changes in recruitment strategies.

Top trends 2021

"THE GREAT RESIGNATION" **PROFESSIONAL BURNOUT**
GROWING IMPORTANCE OF NON-TECHNICAL CANDIDATES **INCREASE IN SALARIES**
RECRUITMENT IN CENTRAL AND EASTERN EUROPE **INCREASED DEMANDS IN JOB ADS**



01. Job ads and salaries

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TOTAL SALARIES	09
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Job ads meter

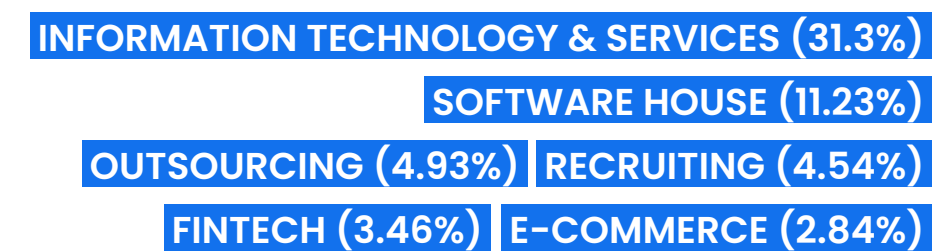
90,994 posted job ads in 2021.

Increase of **236%**

Page views: 30.3 million **(+25.6%)**

Page visitors: 2.9 million **(+153%)**

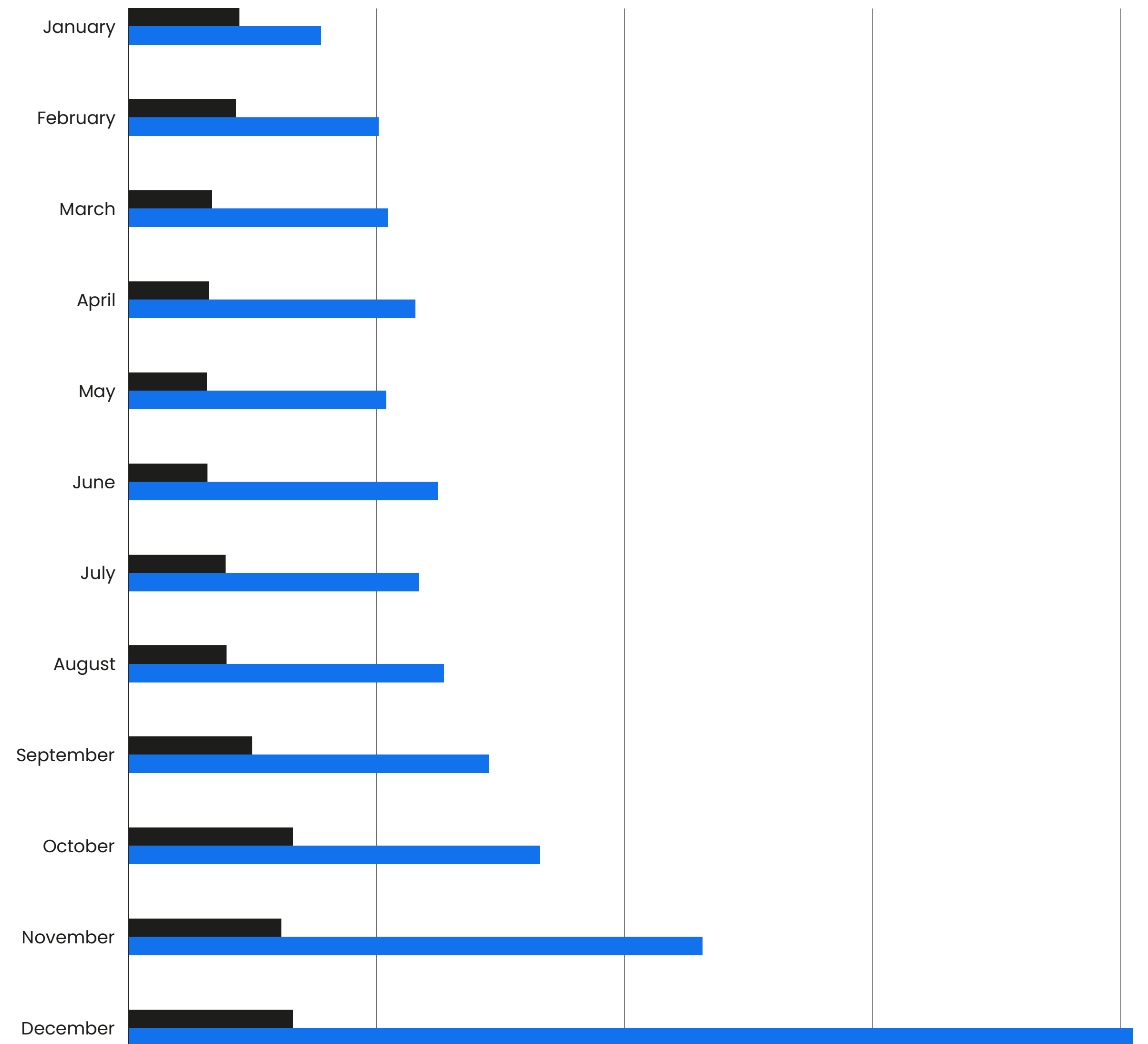
Major industries represented by employers:



NUMBER OF JOB ADS ON NOFLUFFJOBS.COM

2020

2021



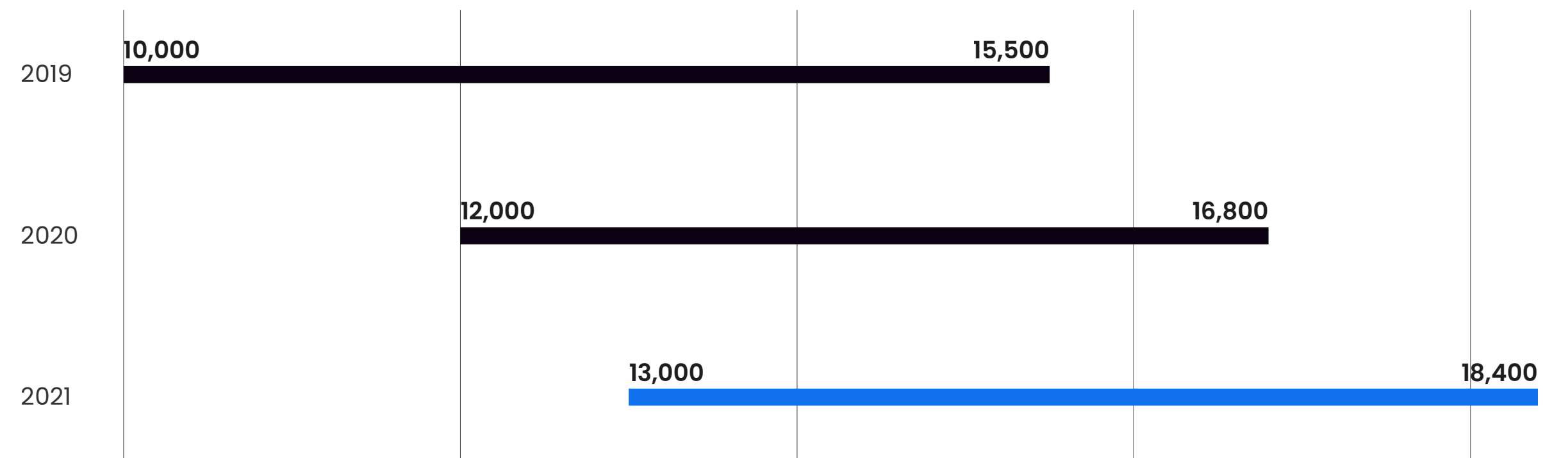
Total salaries

Another year of growth is behind us in terms of IT salaries, although not as spectacular as in previous years.

The median minimum salary range offered by employers on nofluffjobs.com in 2021 increased by **8.33%** from the prior year and totalled **13,000 PLN (net)**. We can speak here about slightly slower growth because in 2020, this ratio was as high as 20% (compared to 2019).

The median maximum spread in 2021, on the other hand, was **18,400 PLN net**, which means it increased about **9.5%** in relation to 2020. This was a larger increase than the 2019–2020 period (8.33%), and was specifically due to the increased need to hire more experienced IT professionals.

IT SALARY RANGES



Total net PLN amounts.

The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

BACKEND

FRONTEND

FULLSTACK

TESTING

DEVOPS

MOBILE

OTHER

Job ads categories

Traditionally, IT stands for written code, so it's no wonder that job offers of the industry are mainly published in developer categories: **Backend, Frontend and Fullstack** (overall those are 54.58% of all offers). In this trio, the Backend offers are also the largest in total (more than 2x more than the other two categories combined), which should not come as a surprise because in the entire region of Central and Eastern Europe we have a large percentage of specialists in this field, and employers need more and more "hands to work" in this area in order to maintain the architecture of increasingly complex systems.



"IT Specialists in Central and Eastern Europe" Report, No Fluff Jobs

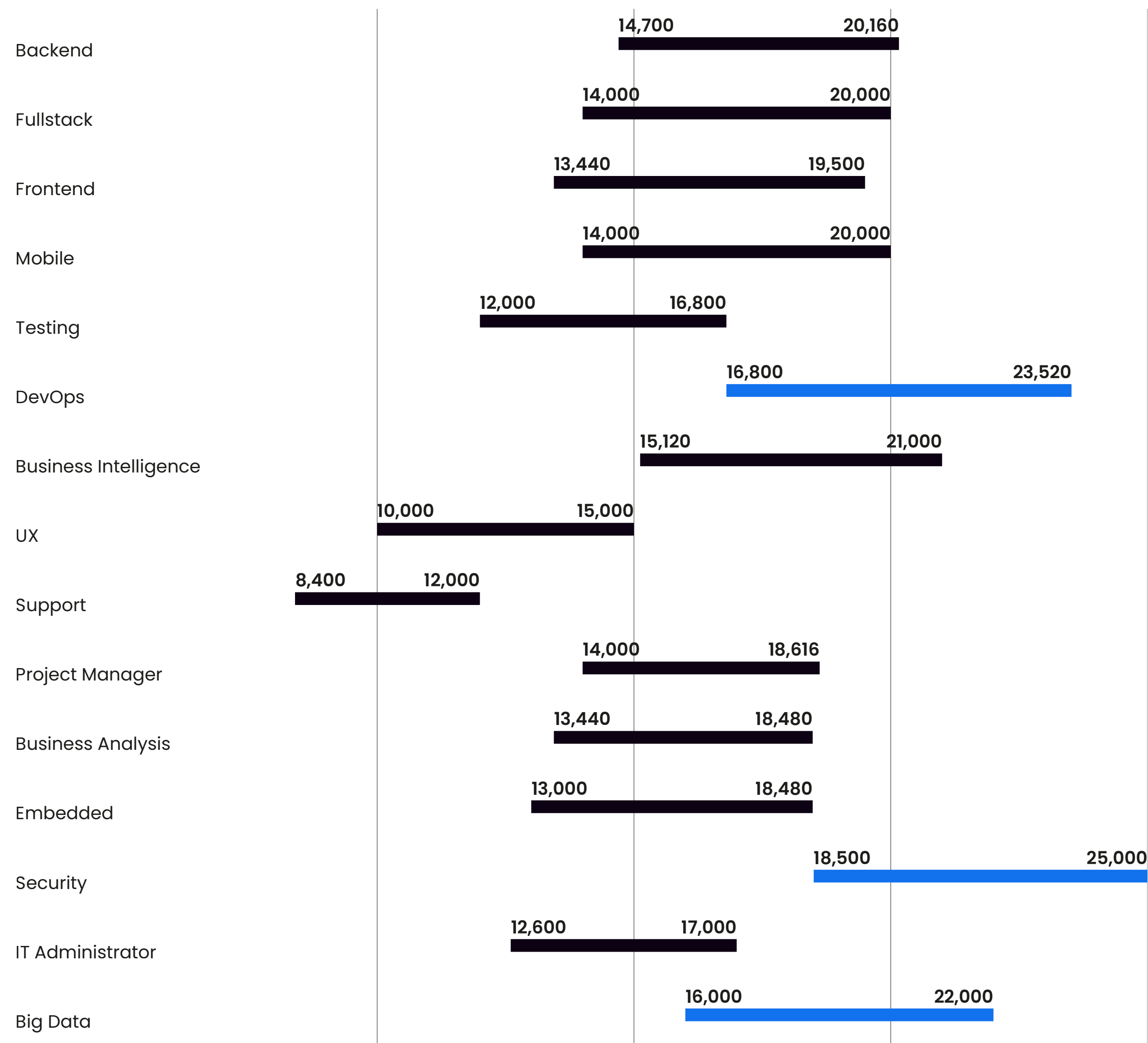
Looking at the increases and declines in comparison with the year 2020, we can easily see that the most positive thing happened in those categories that do not require strict knowledge of the code. The following categories were in the lead here: **Product Management** (increase in the number of offers by about 315%), **UX/Design** (243%) or **Business Analysis** (159%). Significant increases were also recorded in **Security** (366%) and **AI** (356%), i.e. categories much more related with "Hard" IT - demand for specialists in these areas will keep growing every year.

Job ad categories – B2B salary level

By analyzing remuneration per category on a B2B contract, in 2021, the highest salaries were offered to the specialists in **Security, DevOps, Big Data** and **Business Intelligence**. This only confirms that IT is constantly evolving towards a specialization that does not require writing extensive code (or or often, even general, not writing code at all), which are often remunerated similarly or even better than development specializations.

IT professionals working in Security could count on salaries within the range of **18,500–25,000 PLN net (+VAT)**, DevOps specialists were offered **16,800–23,500 PLN net (+VAT)**. Big Data earnings fluctuated within the limits of **16,000–22,000 PLN net (+VAT)**, and professionals in Business Intelligence received between **15,100 and 21,000 PLN net (+VAT)**.

The biggest leap in remuneration for B2B was noted by representatives of **UX** (25% increase in both lower and upper range) and **Project Management** (increase of the lower range about over 27%, for the upper about over 20%).



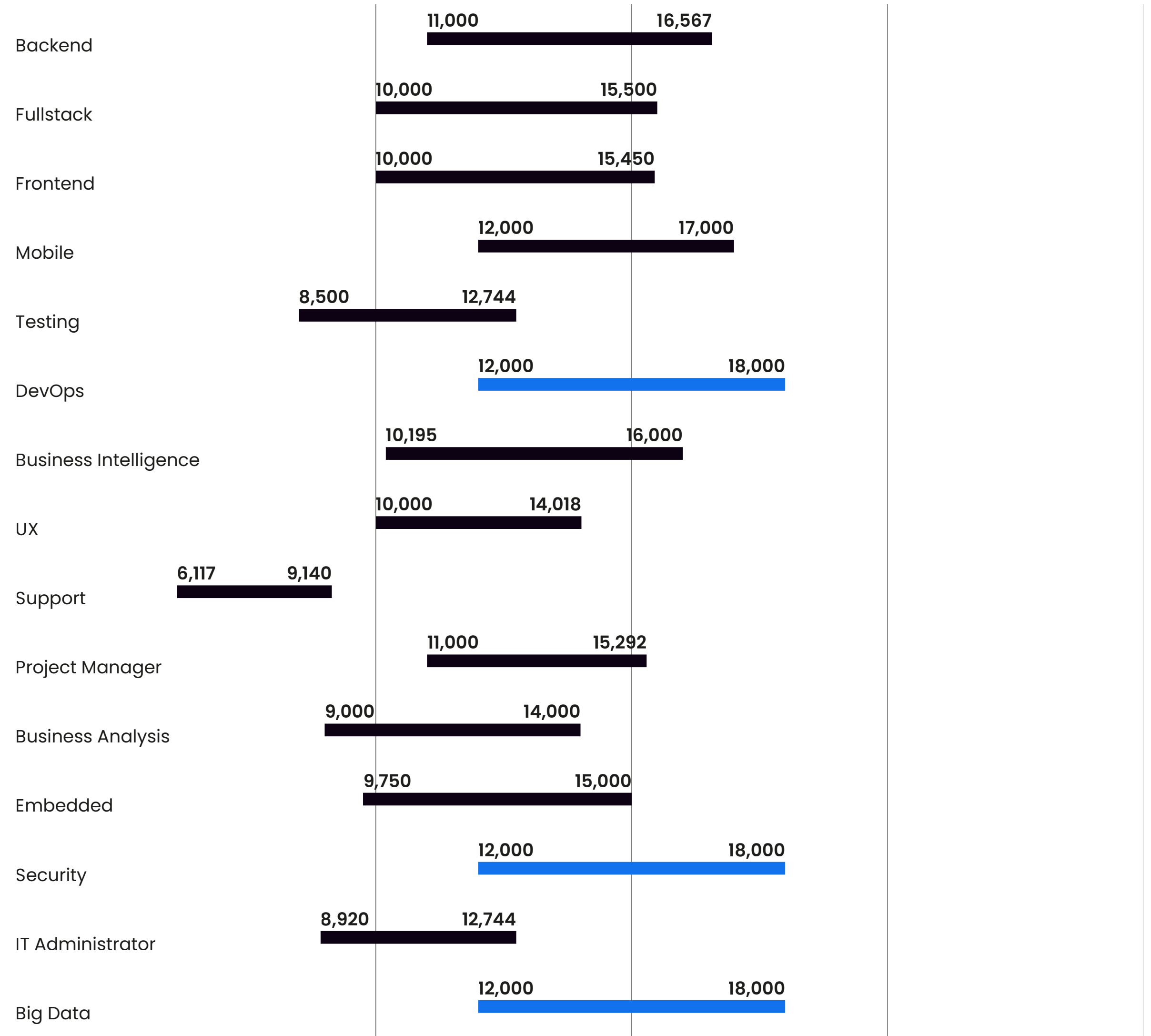
PLN net amounts on the invoice.

The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

Job ad categories – level of employment contract salary

On an employment contract, you can't see as much difference in favor of the top non-developer categories. The medians of the upper brackets for Backend, Frontend or Fullstack are comparable to the best-paid specializations. Here again at the top we have **Security, DevOps** and **Big Data** – in each of these categories the ranges fluctuate around **12,000–18,000 PLN gross PLN gross** while the median of the range in **Backend** amounts to **11,000–16,000 PLN gross**.

The best-paid employment contract categories recorded another significant increase as compared with 2020 (except Security, DevOps and Big Data also applies to UX) – especially in the context of the upper brackets, we are dealing with a dozen or so percent increase here. However, it is mainly the Mobile category that deserves attention. This is where the bottom range grew as much as 33% over the year and the top limit grew 13.3%.



Gross PLN amounts.

The amounts indicated are the medians of the lower and upper salary ranges provided in job offers.

NETGURU HEAD OF TALENT ACQUISITION

Katarzyna Rój

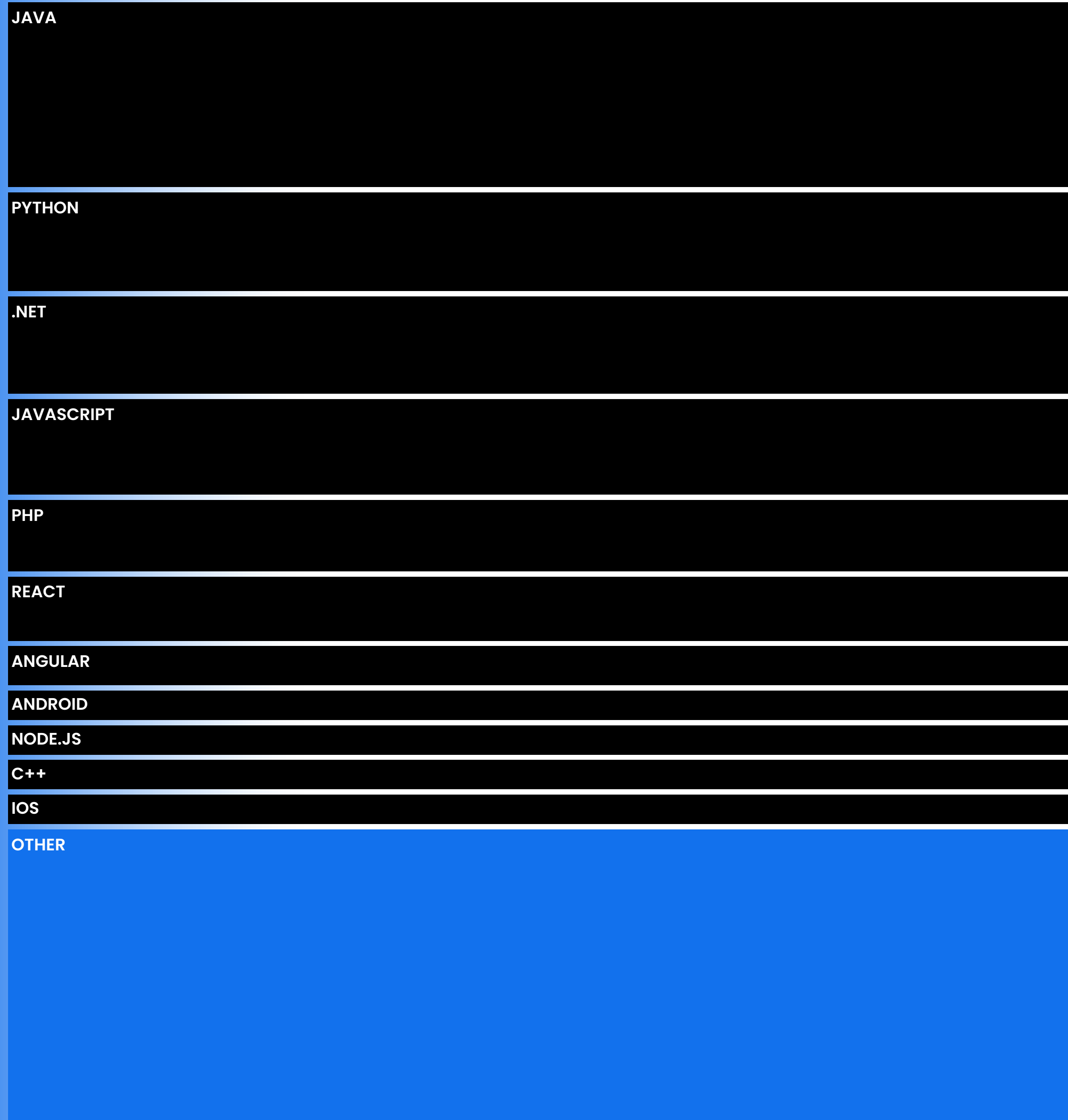


The IT industry is constantly looking for new employees both for developer and supporting positions – Product Managers, Designers, Business Analysts, Marketers, etc. At a time when the demand for programmers in the organization increases (which also results from the accelerated digitization of industries), other specializations are also developing proportionally. The closest example is Netguru, where over 47% of all job offers are non-programming related.

Software development is complicated. For a valuable digital product to be created, we also need experts focused on designing solutions, process management, or looking at the product holistically – which is not directly related to writing code.

At the same time, developer teams are demanding, constantly growing, and need a back-up facility that would increase their productivity. Companies have become more aware of how HR, marketing, sales and employer branding departments should function and what value they bring.

Another aspect is the developing trend of no-code and low-code solutions. Thanks to them, specialists unfamiliar with the code are also able to provide ready-made solutions in an increasingly independent way.



Technologies in job ads

The most frequently emerging (technical) requirements in job ads in 2021 were **Java, Python, .NET** and **JavaScript**. In total, job offers, with these technologies listed in requirements, accounted for **49.86%** of all advertisements.

ⓘ
 Developer Survey 2021
[read on ↗](#)

The expectation of familiarity with these languages by employers should come as no surprise, since - for years - they have been the most popular technologies, widely used by specialists of various categories: Backend Developers, Frontend Developers, Testers, but also Analysts.

ⓘ
 Tiobe Ranking, December 2021
[read on ↗](#)

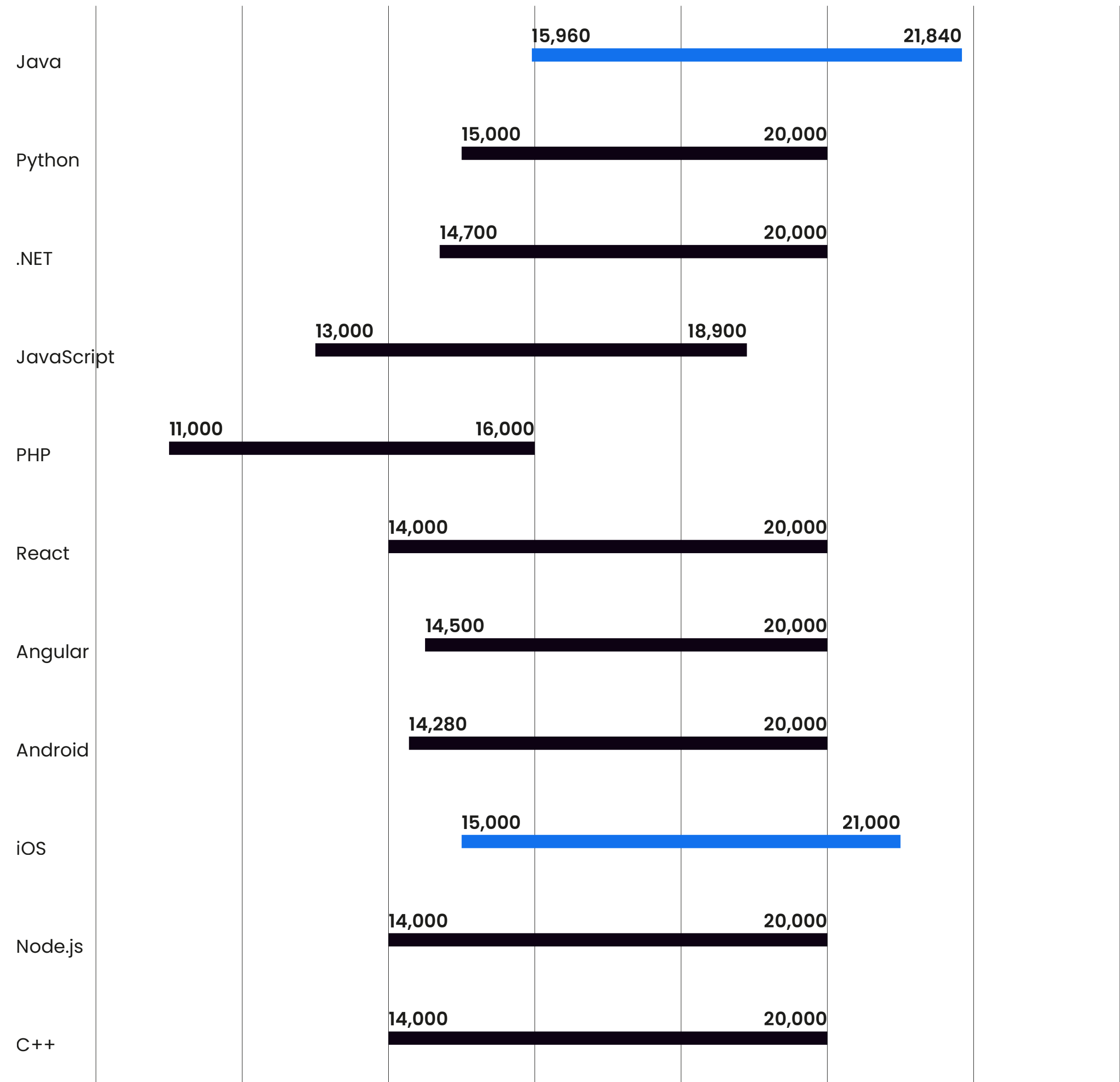
The StackOverflow Developer Survey 2021 confirms the common knowledge of these languages, and the Tiobe ranking additionally proves that it has been gaining popularity for years, especially **Python**. Last year on No Fluff Jobs, requiring knowledge of Python appeared in 82% more job postings, and JavaScript also saw an equally spectacular increase (71%).

Technologies in job ads – B2B salary level

Looking through the top technologies, those with knowledge of Java, Python and iOS could count on the highest earnings in 2021 for B2B contracts. In each of these cases, the median lower salary ranges hovered around or above **15,000 PLN net (+ VAT)**, and the top amounts are over 20,000 – in the case of Java, the leader of the list, we are talking about **21,800 PLN net (+ VAT)**.

The largest year-over-year increases in salaries offered were in React ads (a 40% jump in the median lower range and a 33.3% jump in the median upper range). Those who knew this technology could count on earnings within the range of **14,000–20,000 PLN net (+VAT)**.

Large increases compared to 2020 were also seen in ads with PHP (median lower range up by 29.4%, upper by 23.1%) and Python (respectively: 25% and 19%).



PLN net amounts on the invoice.

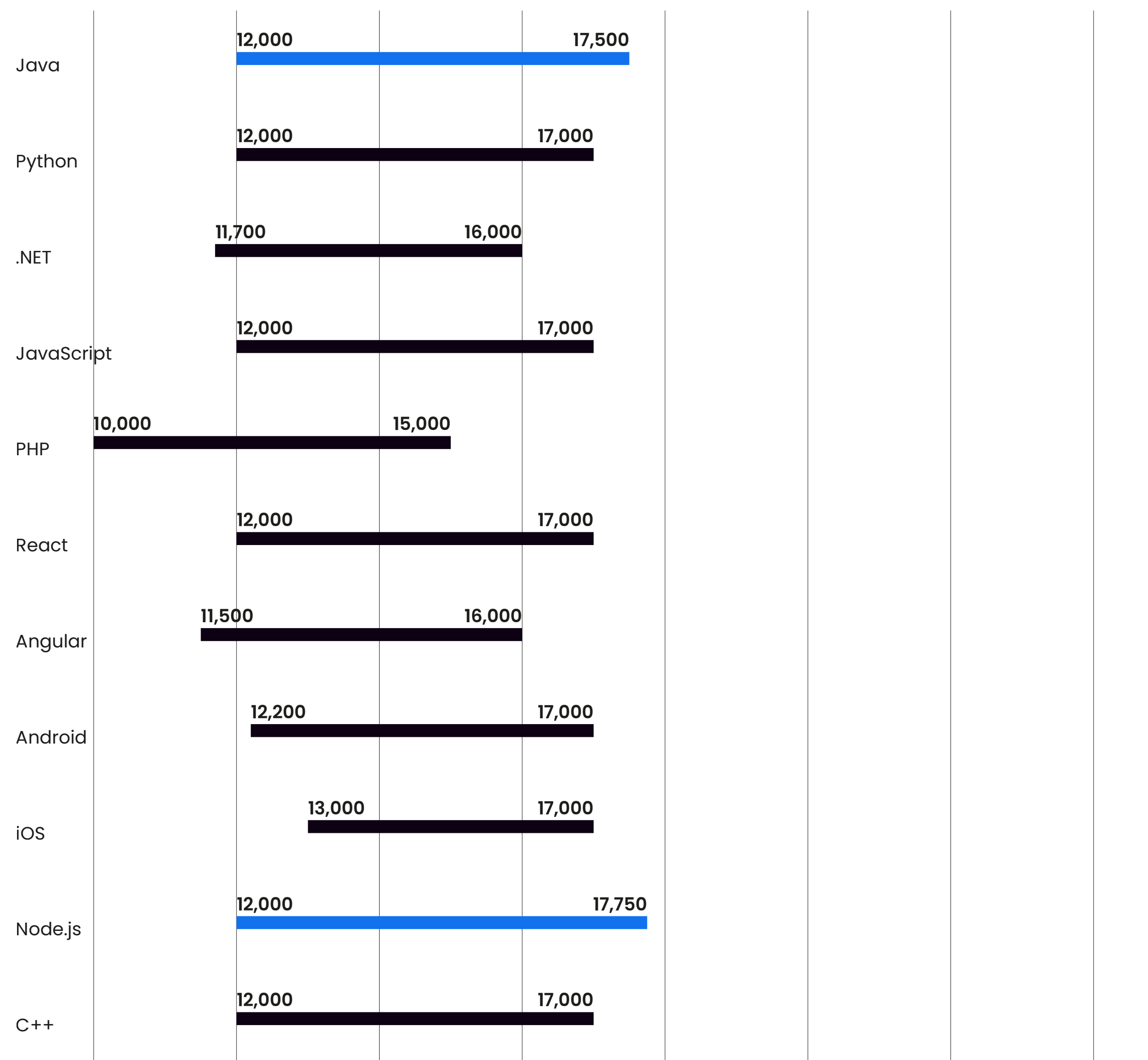
The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

Technologies in job ads – level of employment contract salary

Among the postings in which an employment contract was offered, we have a very balanced situation when it comes to salary rates. In practically most of the top technologies we can talk about identical or comparable salary brackets hovering around **12,000–17,000 PLN gross**.

If we can talk at all about any technology standing out, it would be iOS (the highest median value of the bottom range in the list – 13,000 PLN gross) or **Node.js** (similarly for the upper forks – 17,800 PLN gross).

It gets much more interesting when we look at the year-on-year increases in salaries. Here, several technologies recorded gains of 20% and 30%! For example, such big jumps were recorded in the case of **PHP** (median of lower range up by 33.3%, upper by 30.4%), **React** (37.9% and 13.3%), **C++** (33.3% and 21.4%) and **Node.js** (29.9% and 22.3%).



Gross PLN amounts.

The amounts indicated are the medians of the lower and upper salary ranges provided in job offers.

Location in job ads

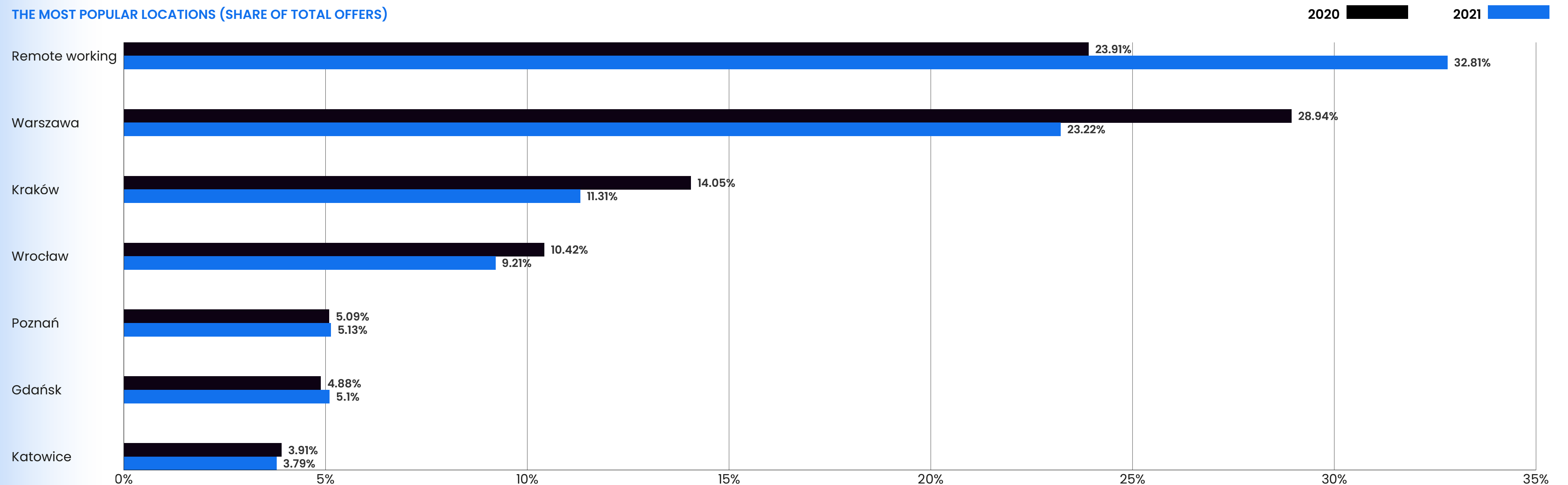
✦ It was a year of **remote work**, which for the first time in the 7-year history of No Fluff Jobs hit the top of the list: locations in job ads. No wonder, because the adverts with the "Remote" designation was as much as 260% more than in 2020.

Remote job offers in 2021 were almost **1/3 of all ads** and far ahead of the second one in classification: **Warszawa** (23.2% share). In the previous year, the order was reversed (the capital city 28.9% in comparison to 23.9% for remote work).

Third and the fourth place for 2021 was unchanged consecutively: **Kraków** and **Wrocław**, which, for years, have been considered to be cities with technology hubs.

Cities which also deserve attention have lower share in total job offers, but show slight increases in this share. Those are **Poznań** and **Gdańsk** that recorded minimal jumps, giving hope for this ranking in future, showing that remote work will not soon become an option that will dominate the rest of the available locations.

THE MOST POPULAR LOCATIONS (SHARE OF TOTAL OFFERS)



Location in job ads- B2B salary level

The analysis of remuneration, based on a B2B contract per location year-to-year, presents a more and more “flattening” tendency of salaries. There are practically no differences between the top cities.

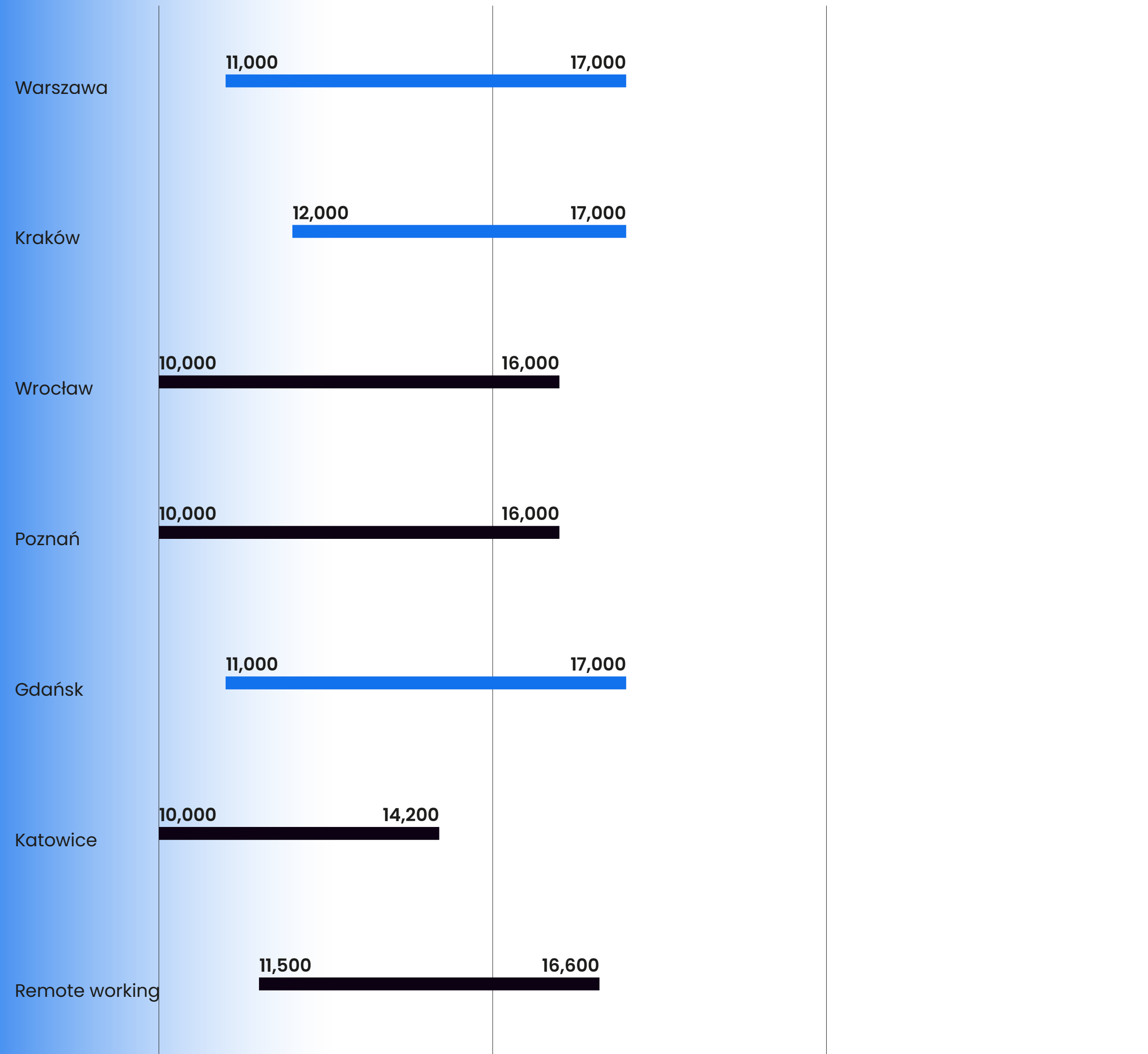
The ranges in Warszawa, Kraków, Wrocław and Trójmiasto are similar to each other and are based within the limits of **14,000–20,000 PLN net (+VAT)**. Interestingly, in the era of the pandemic, **remote work** sometimes allows for a better salary - the median of the upper brackets for the remote option is already **21,000 PLN net (+VAT)**.

Among the main locations, the highest increase in the B2B salary spread was recorded in **Poznań** (median of the lower range increased about 34.4%, for the top about 29.8%).



PLN net amounts on the invoice.

The amounts indicated are the median of the lower and upper salary ranges reported in job ads.



Location in job ads – level of employment contract salary

For employment contracts per location, Kraków tops the list for the second year in a row. This is where the salary range is **12,000–17,000 PLN (gross)**.

Comparable earnings were offered to IT specialists in **Warszawa** and in **Gdańsk** (in both cases, 11,000–17,000 PLN gross) and in case of **remote work** (11,500–16,600 PLN gross).

When it comes to the increases, they amounted to over a dozen percent in individual locations. The place that deserves particular attention is **Gdańsk**, where the lower band went up by 22.2% and the upper band by 21.4%.

Gross PLN amounts.

The amounts indicated are the medians of the lower and upper salary ranges provided in job offers.

DYNATRACE DEVELOPMENT GDAŃSK LAB LEAD

Adam Jakubowski

Is the office still a bargaining chip in the era of remote and hybrid work? Definitely yes. First of all, without an office, the employee performs the work for the employer. New equipment? You have to wait for it. Table, chair, air conditioning? We also have to buy it or organize it ourselves. This is not how a good employer works. It does not leave the employee alone.

Secondly, there is something else that is crucial for us in Dynatrace. A space that provides a place for cooperation, comfort, safety and, additionally, a wow-effect, is a place where innovation is born. It is very difficult to obtain such dynamic contacts through videoconferencing. We have re-designed the Dynatrace office in Gdańsk so that employees have as many opportunities as possible to establish contact, exchange opinions and share what they are working on.

In addition, recently there have been more and more analyzes suggesting that, admittedly, in remote work, a single employee is more effective in terms of the tasks performed. Unfortunately, this does not entail company-wide work efficiency, meaning the company delivers less value to its customers by doing more work. At Dynatrace, we know very well that the company's success and the ability to solve customer problems are key factors in motivating an employee.



Types of contracts in job ads – share

One would assume that in a pandemic year, which for many has been associated with instability, employers would be more likely to offer employment contracts. After all, this is generally considered to be a safer form of cooperation.

Meanwhile, in 2021, we saw an increased share of **B2B contracts** in job ads. We could find this form of cooperation in almost **3/4 of ads**, while employment contract was responsible only for every fourth offer. Moreover, contracts of mandate and contracts for specific work practically ceased to be offered, although in 2020 they appeared in 17% of offers addressed to juniors and 4.3% of offers for mid deals.

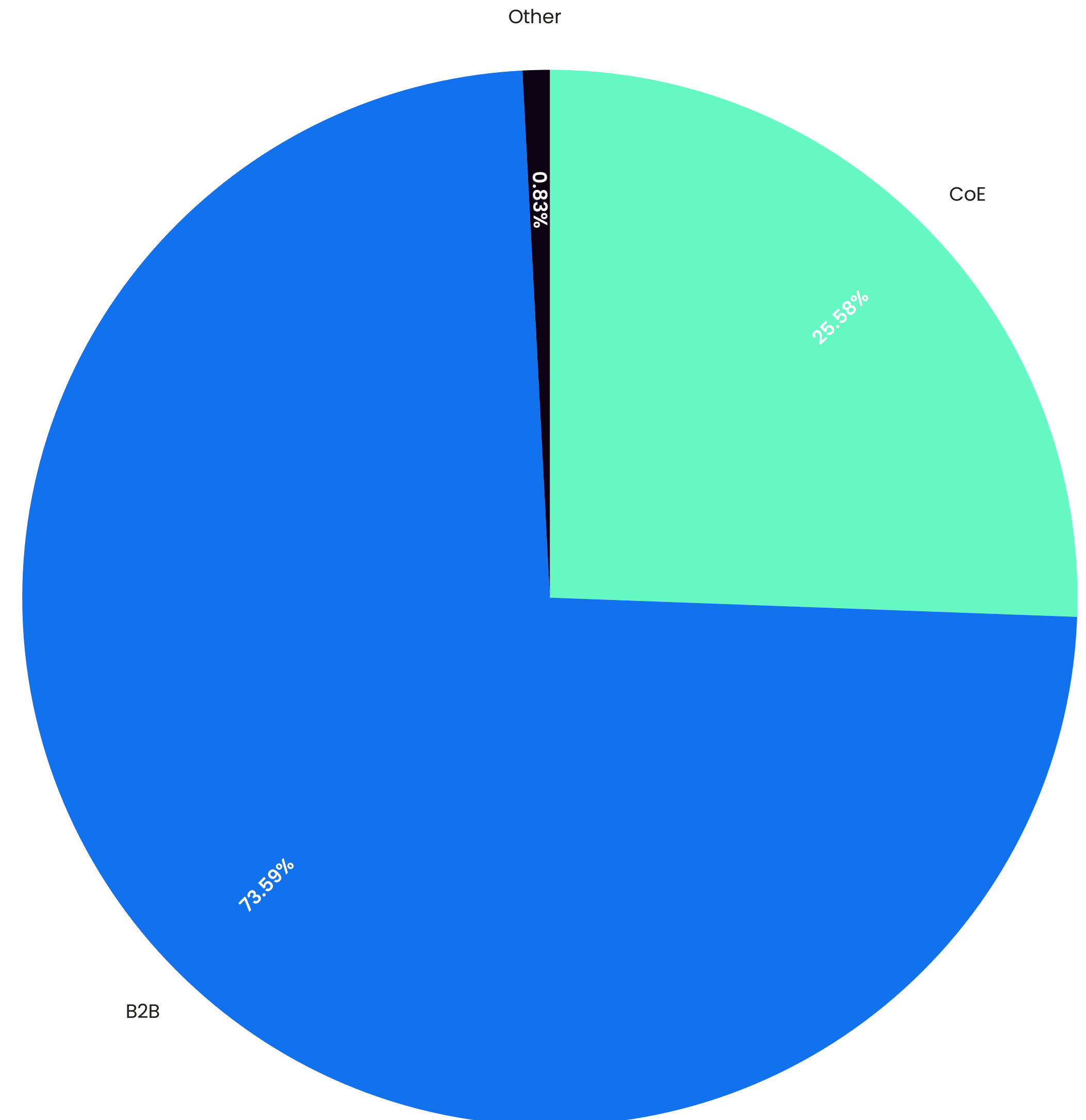
In the context of the employment contract it is worth mentioning that in Central and Eastern Europe, it is **the most common form of contract** under which IT specialists work.

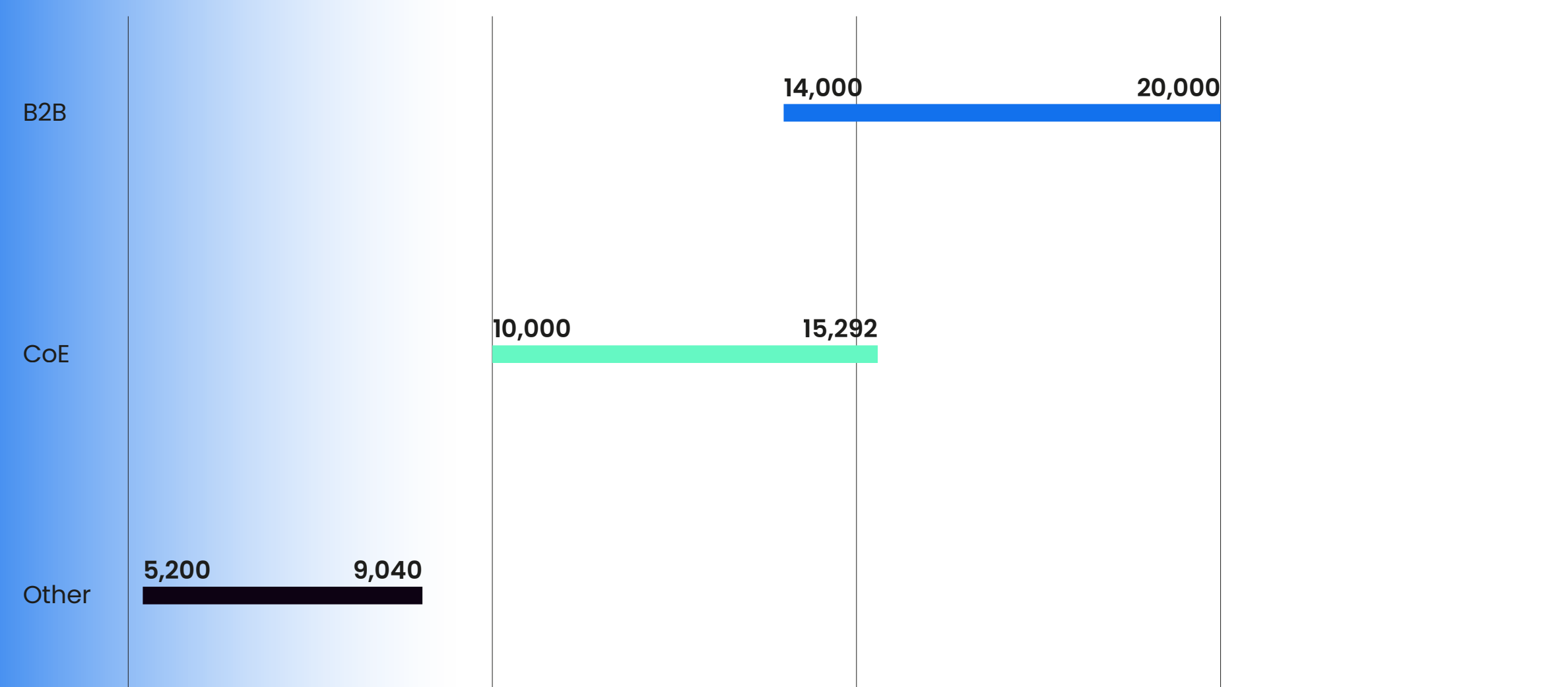
In Poland, it is over 57.7% of specialists and - for example - in Hungary, as much as 87.5%. If you're recruiting, it's worth paying attention to these subtleties and trying to offer options that are convenient for the candidate.



"IT Specialists in Central and Eastern Europe" Report, No Fluff Jobs

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On contracts of employment and other types, the gross amounts are given in PLN, and on B2B contracts the net amount is given in PLN on the invoice.

Types of contracts in job ads - salaries

On the B2B contract, the offer amounted to **14,000–20,000 PLN net (+ VAT)** which means that the median lower spread with this form of collaboration increased by 7.7% over the year and the upper spread by about 11.1%.

In the case of the employment contract we are also dealing with increases, although slightly smaller. The median lower range in 2021 increased by 5.3% to the level of **10,000 PLN gross**, and upper range by 9.2% to **15,300 PLN gross**.

The lowest paid were those employed under civil law contracts (contract of mandate and contract for specific work). Here, the offered salary ranged from **5,200 to 9,000 PLN gross** (increases in the medians: bottom range by 4%, top range by 13%).

Experience level in job ads – share

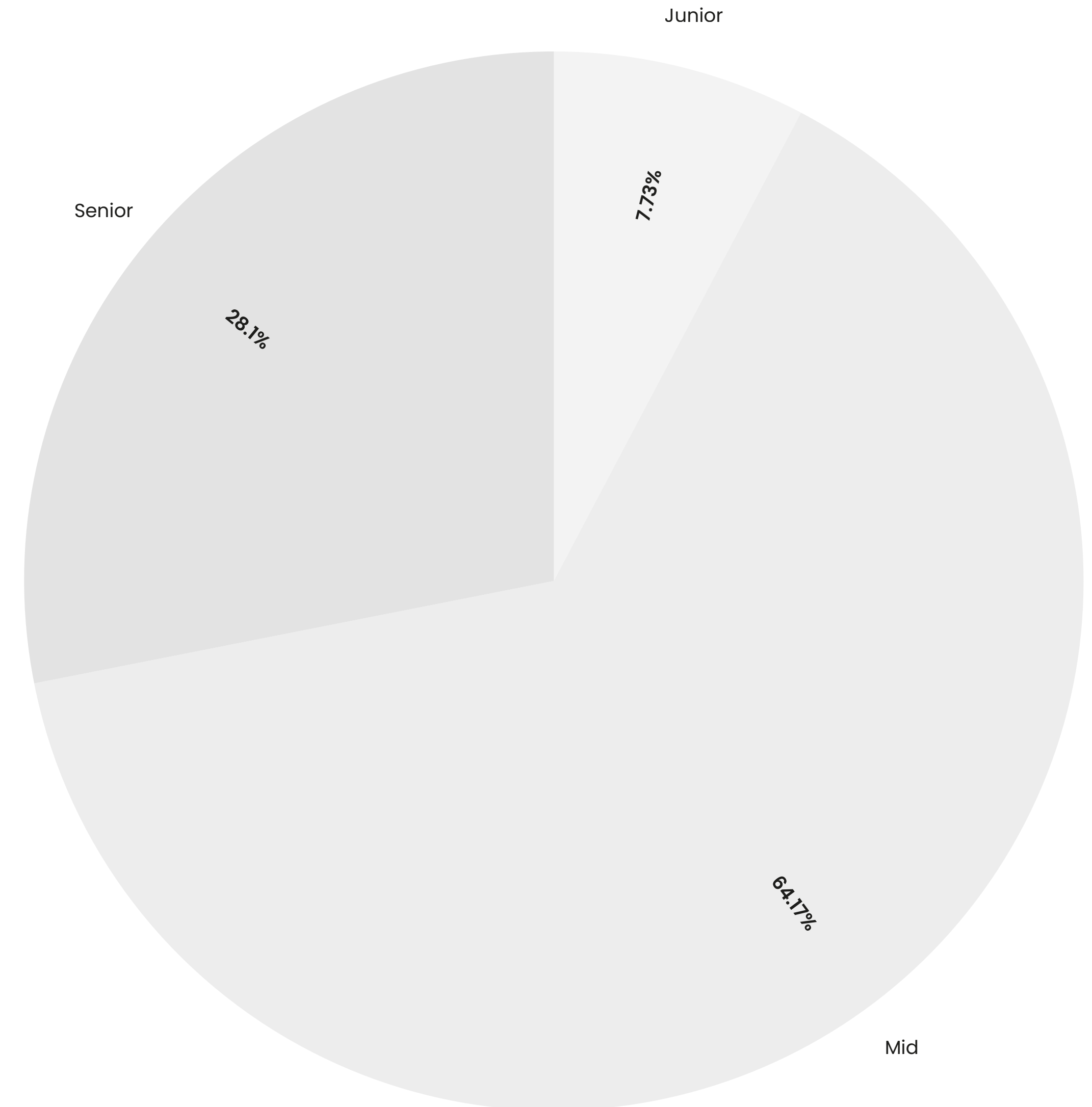
Looking at the IT job market from the perspective of experience, the offers are dominated by ads addressed to mid-level professionals, the so-called **mids** (or regulars). Offerings at this level represent **64.17%** of the entire market and this is an increase compared to last year of almost 18 percentage points.

In 2020, the top position (albeit minimally ahead of mid) was held by **senior** offers (48.9% of all offers), which was related to the ongoing Covid-19 pandemic and junior recruiting that was on hold that spring.

Beginner listings saw a slight rebound in 2021 (a 2.8 p.p. increase in share), though they are still far from where they were back in 2019, when they accounted for 12% of total listings. Juniors need to be patient but should not lose hope because with the growing demand for workers in the industry, those taking their first steps in the IT market will be welcomed by employers in the years to come.

Report: "Coronavirus. The IT Job Market in a Time of Pandemic", No Fluff Jobs, 2020

[read on ↗](#)



Experience level in job ads - salaries

The year 2021, as we mentioned a few pages earlier, again meant salary increases. Viewed through the prism of experience, the greatest percentage increase was recorded in **junior earnings**. Here, the median lower and upper ranges increased by **over a dozen percent** for B2B contracts compared to 2020 (by 14.3% and, in the case of employment contracts, by 10% and 6.7%).

There was also about **a 10%** increase in the median of the bottom range in mids on B2B, as well as the bottom and top ranges at the same level on employment contracts and seniors on B2B.

The increases in the most experienced who were employed on a contract of employment were **6.7%** for the median of the lower spread and **16.7%** for the upper spread, respectively.



On contracts of employment, the gross amounts of PLN are given, and on B2B - the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.



HYLAND POLAND HR PARTNER

Daria Hernas-Kasprowicz

The shortage of professionals is a constant in the IT market landscape, and the pandemic has further exacerbated the problem. There seems to be no simple panacea for it in the short term, and only a good, complete strategy in the approach to hiring and collaboration can help companies cope with these conditions.

You should start with providing the best possible recruiting and onboarding experience and implementing innovative solutions in these areas to meet market needs. It is also important to build external relations - with universities (internships, traineeships, research cooperation) or companies educating beginners in IT. It is also not without reason that most successful companies have internal referral programs in place.

On the other hand, in order for the hard-won specialists to stay in the organization, the organization must focus on a culture that promotes continuous learning and helps to implement employee development plans. You cannot ignore the financial factor, which is still one of the main reasons for changing the employer. No fewer employees also talk about the need for a flexible approach to work and relationships with supervisors and co-workers. The above is the bare minimum that employers must take into account in the difficult situation the IT market is facing.



02. The most popular ads categories

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FRONTEND	31
FULLSTACK	35
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MOBILE	44
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Backend

Number of ads and the most important requirements

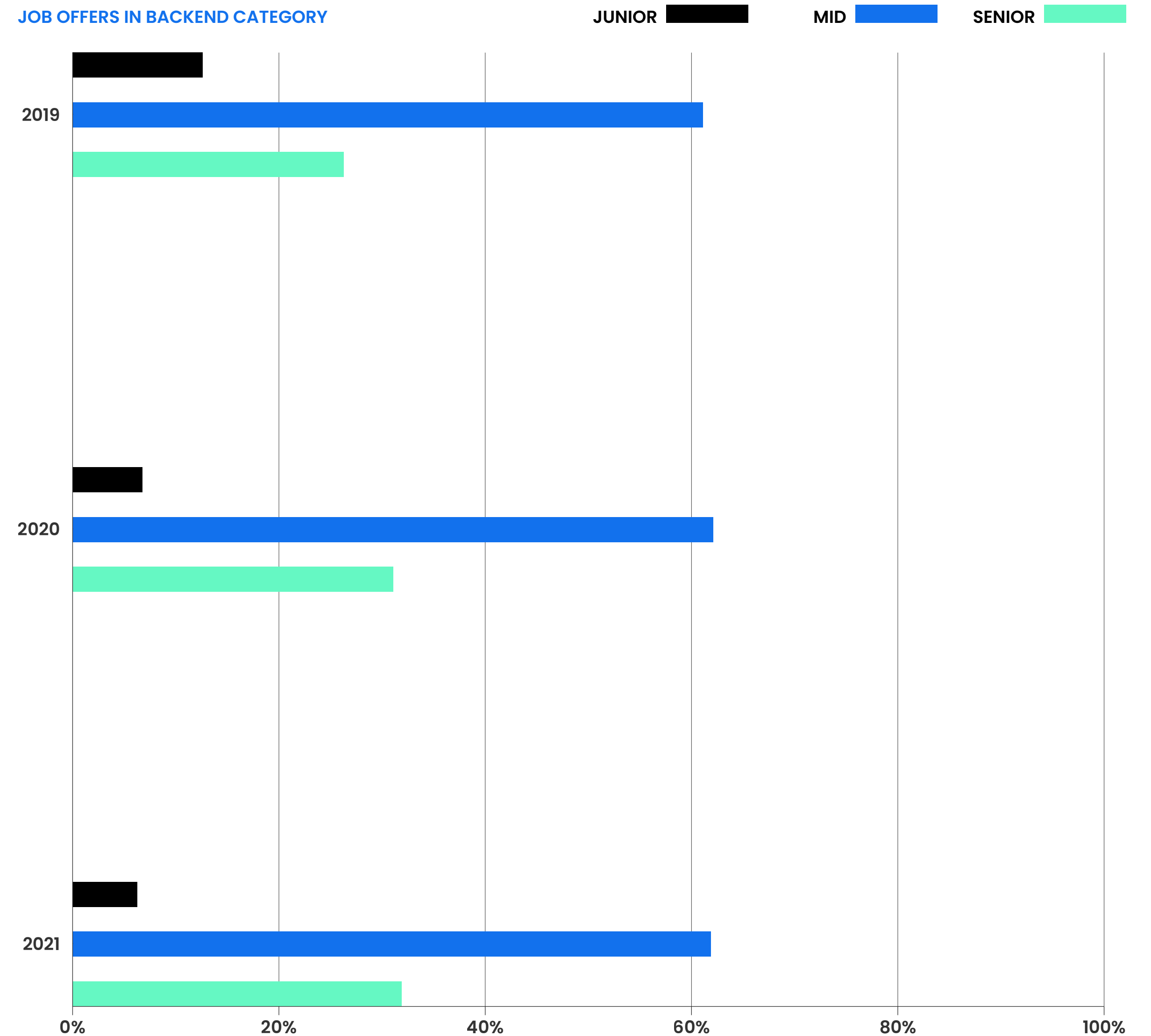
In 2021, 162% more Backend category job ads were published than the year before. These are huge increases, all the more impressive as this is the main development category in which most offers are historically published.

The share of ads is virtually unchanged from year to year. Junior ads in Backend in 2021 accounted for 6.25% of all ads, those targeted at mids to 61.87% of the total, and to seniors - 31.89%.

Must have:

JAVA GIT REST SQL SPRING PYTHON

JOB OFFERS IN BACKEND CATEGORY



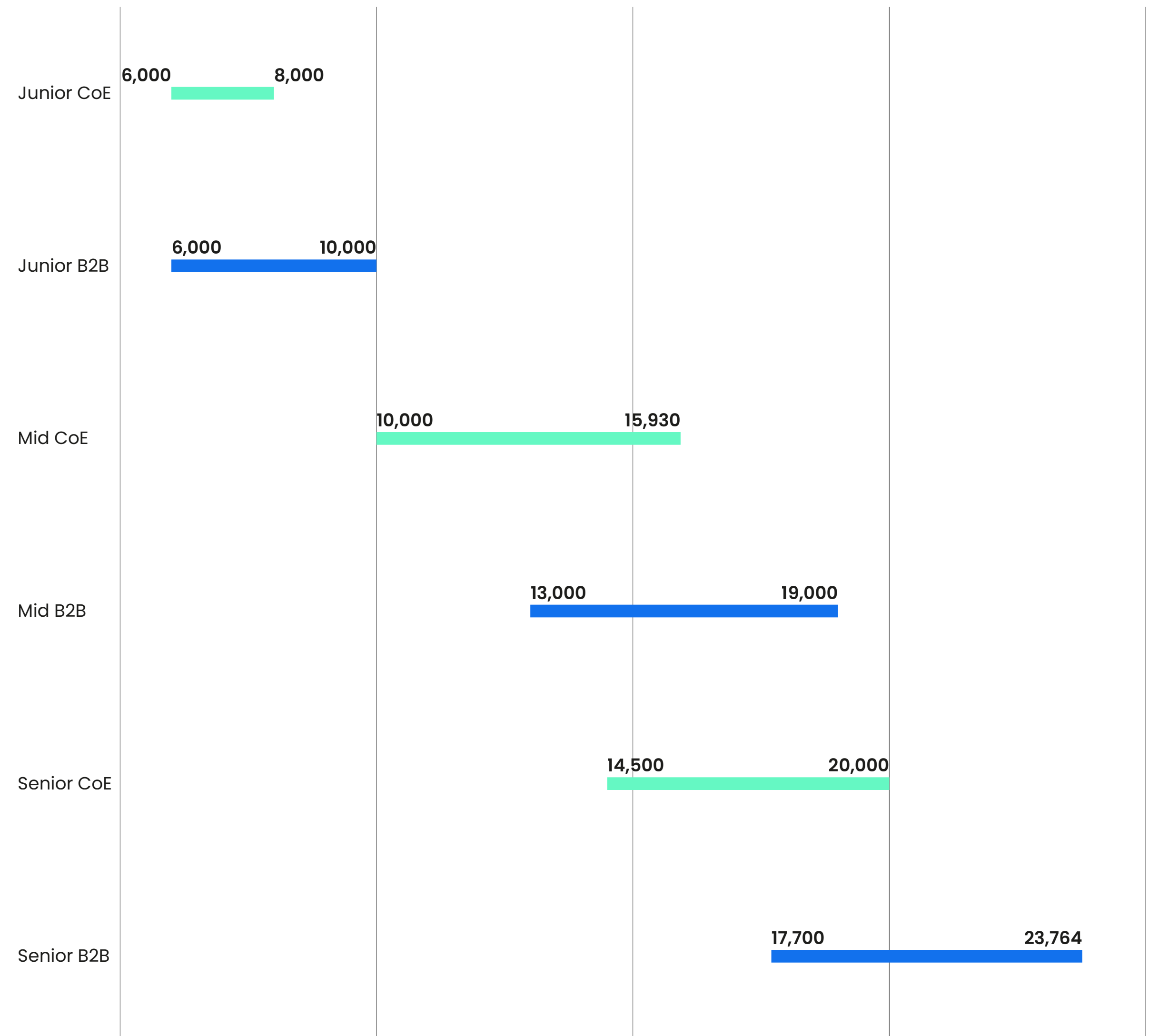
Backend

Salaries by experience

Backend juniors in 2021 were offered **6,000–8,000 PLN (gross)** under employment contracts or **6,000–10,000 PLN net (+VAT)** on a B2B contract.

The transition to the mid level is already a significant leap in earnings (the lower range increased on employment contract by about 66.7% and on B2B about 116.7%). Those working under an employment contract could count on **10,000–15,900 PLN (gross)**, and B2B contractors on **13,000–19,000 PLN net (+VAT)**.

The senior position, of course, means further increases. The most experienced, cooperating on the basis of the employment contract, could count on **14,500–20,000 PLN (gross)**, and on B2B, the median spreads were **17,700–23,700 PLN net (+VAT)**.



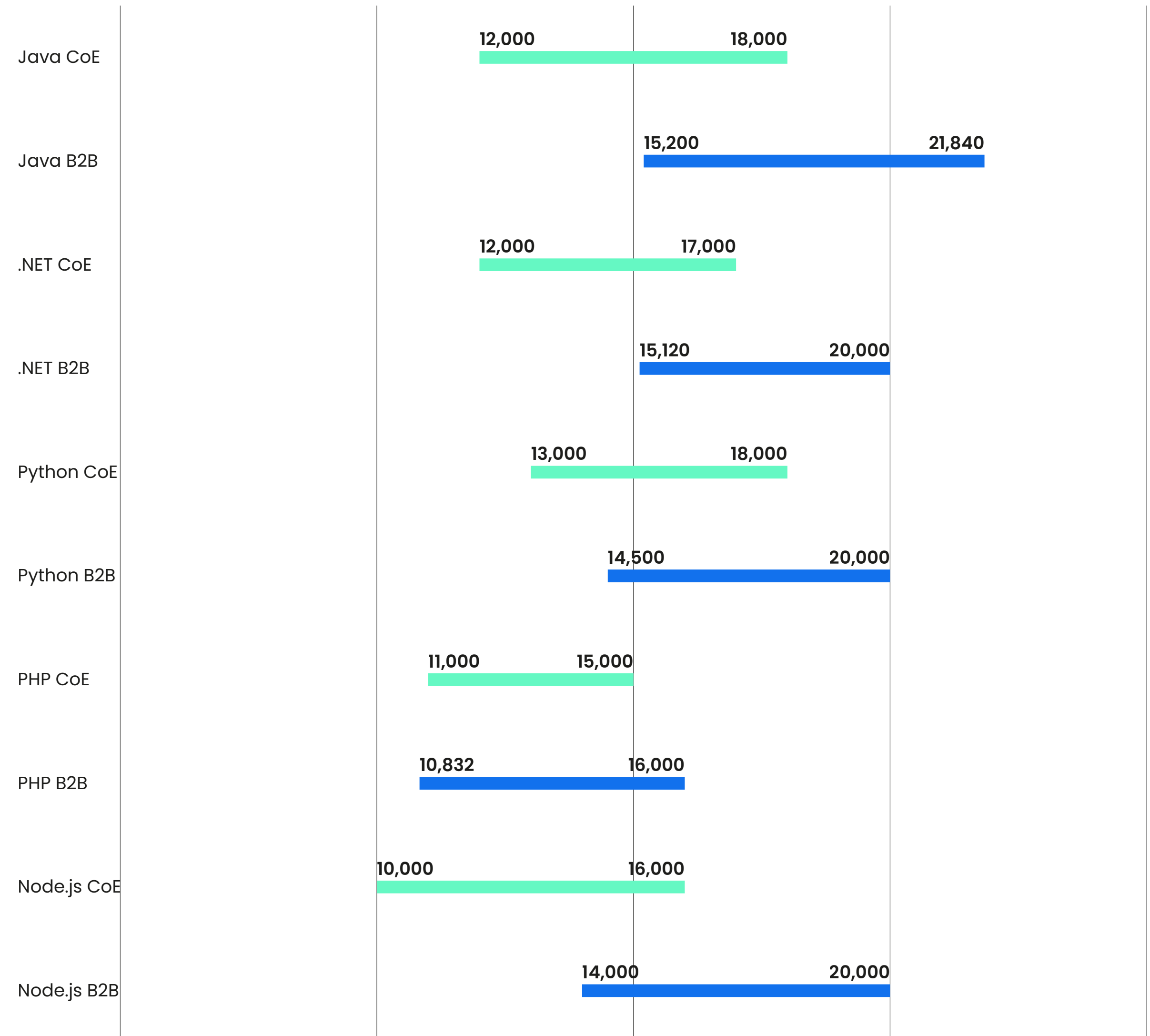
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Backend

Salaries broken down by technology

Looking at the most popular technologies, those who know Java are still the best-valued among backend users. Here the salary ranges in 2021 reached levels of **15,200–21,800 PLN net (+VAT)** on B2B and **12,000–18,000 PLN (gross)** on employment contracts.

Python jumped to the top in the last year. Here, the upper spreads on employment contracts looked identical to those of Java specialists, and the lower ones were even higher (13,000 PLN gross). For B2B contracts, Pythoners received offers ranging from **14,500–20,000 PLN net (+VAT)**, that is, comparable to those offered to NET or Node.js. specialists.



On contracts of employment, the gross amounts of PLN are given, and on B2B – the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.



EUVIC TECHNICAL TEAM LEADER

Marcin Rzepiel

The trend in the backend world, at the programming level, has not changed much over the past few years and there will no doubt be no revolution in the new year. The choice of the tool will still fall on the same big players. Depending on a number of factors taken into account when choosing technologies for the project, .NET (Core), Java (Spring Boot), Node (Express, Nest), Go (Gin), Python (Django) or "dying in agony" PHP (Laravel) will still be struggling.

The trend changes to be expected will be on two other fronts: those related to databases and those related to embedding applications in infrastructure. Traditional database engines will continue to be chosen further: PostgreSQL, MSSQL or Oracle, but often they will not be run on traditional servers managed by a stereotypical IT specialist, but on servers maintained by leading cloud providers (AWS RDS).

NoSQL solutions such as MongoDB or AWS DynamoDB will also appear more frequently. Like databases, applications will no longer run on traditional servers - the serverless approach will be more appreciated (AWS Lambda), and the trend of containerizing everything possible will be sustained.

Frontend

Number of job ads and the most important requirements

In the Frontend category, **146%** more ads were published in 2021 than the year before, but the distribution of bids by experience changed only minimally (differences at each level less than 1 percentage point).

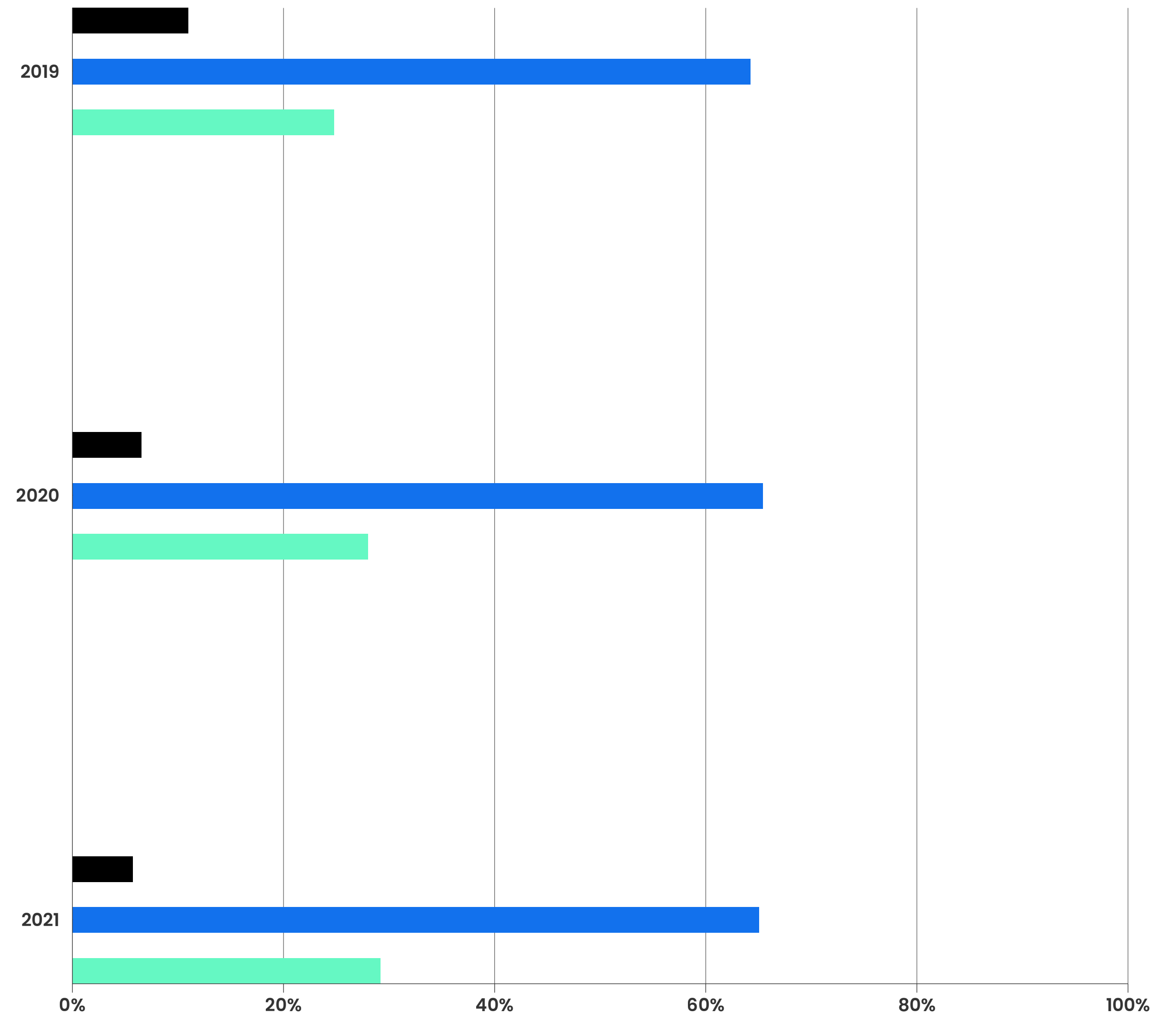
2/3 of job offers of Frontend solutions were targeted at intermediate IT specialists (**mids**). Ads for juniors accounted for 5.8% of all offers, while senior offers accounted for 29.2% of the share.

Must have:

JAVASCRIPT CSS REACT HTML TYPESCRIPT ANGULAR GIT

JOB ADS IN THE FRONTEND CATEGORY

JUNIOR MID SENIOR

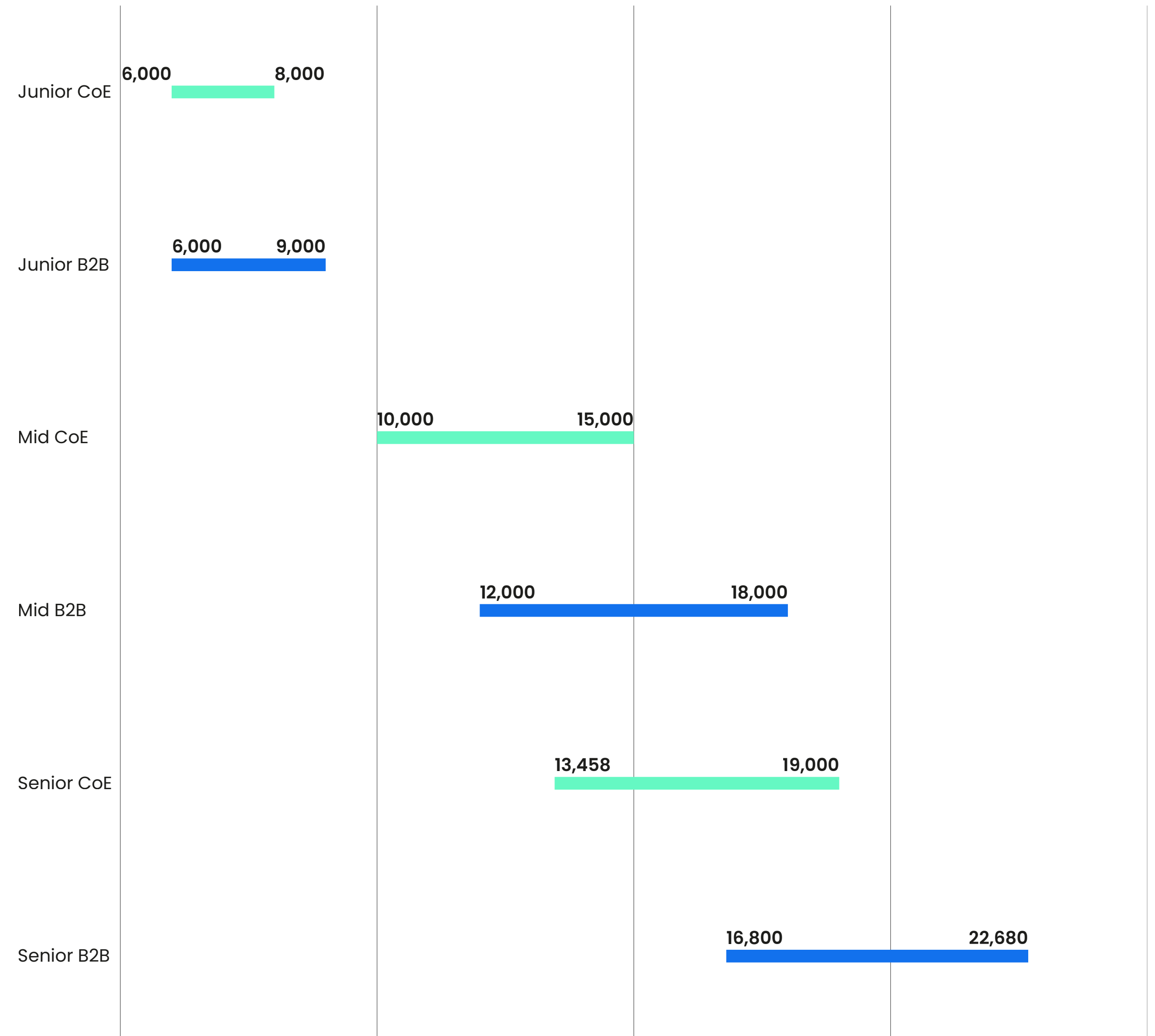


Frontend

Salaries by experience

Frontend is a very interesting category in the context of remuneration because in comparison to 2020, the salaries significantly increased for employees **working on B2B** (a jump of several percent in the median of lower and upper ranges), and practically did not change for those working under employment contracts (only a 3% increase in the median of upper range).

In 2021, juniors in IT could expect offers in the range of **6,000–8,000** on employment contracts and **6,000–9,000 PLN net (+ VAT)** on B2B. Similarly, for the mids, these were spread over a range of **10,000–15,000 PLN gross**, i.e. **12,000 PLN net (+ VAT)**. Seniors are another jump (34.5% difference in median bottom spread on employment contracts and 40% on B2B vs. mids) and offers between **13,500–19,000 PLN gross** on employment contracts and **16,800–22,700 PLN net (+ VAT)** on a B2B contract.



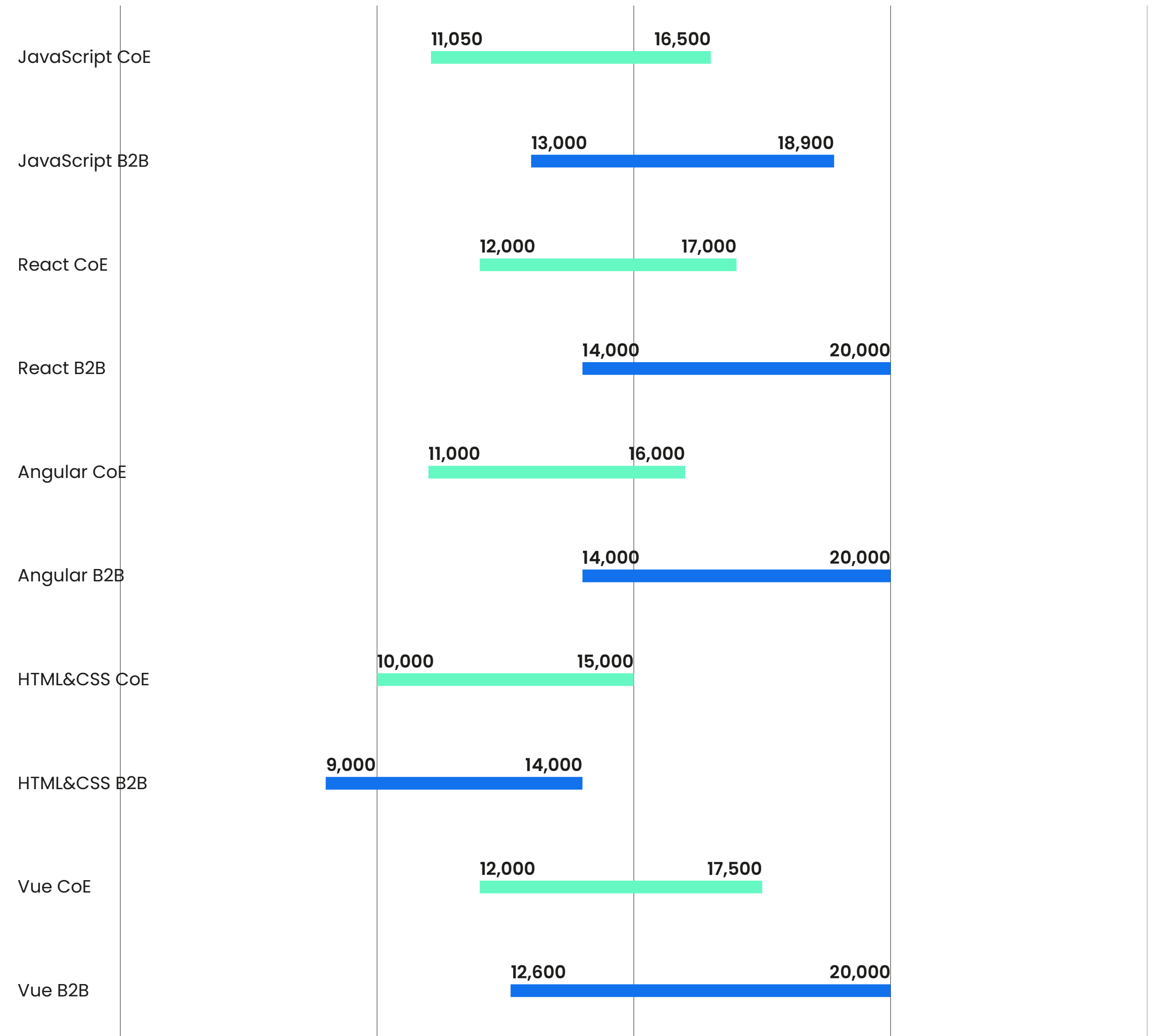
On contracts of employment, the gross amounts of PLN are given, and on B2B – the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

Frontend

Salaries broken down by technology

JavaScript is a key skill among Frontend Developers and frequent requirement in job offers within this category. The widespread familiarity of programmers with this technology does not negatively impact earnings – specialists in this field could expect to earn about **13,000–18,900 PLN net (+ VAT)** on B2B or **11,100–16,500 PLN gross on an employment contract**.

Comparable employment contract salaries to those familiar with JS were also offered to **Angular** specialists. For B2B, both Angular and **React** hit the top. Here the spread reached the level of **14,000–20,000 PLN net (+ VAT)**. We also found the upper end of these spreads in offers for **Vue** specialists, a technology that led the list for employment contracts with ranges between **12,000–17,500 PLN gross**.



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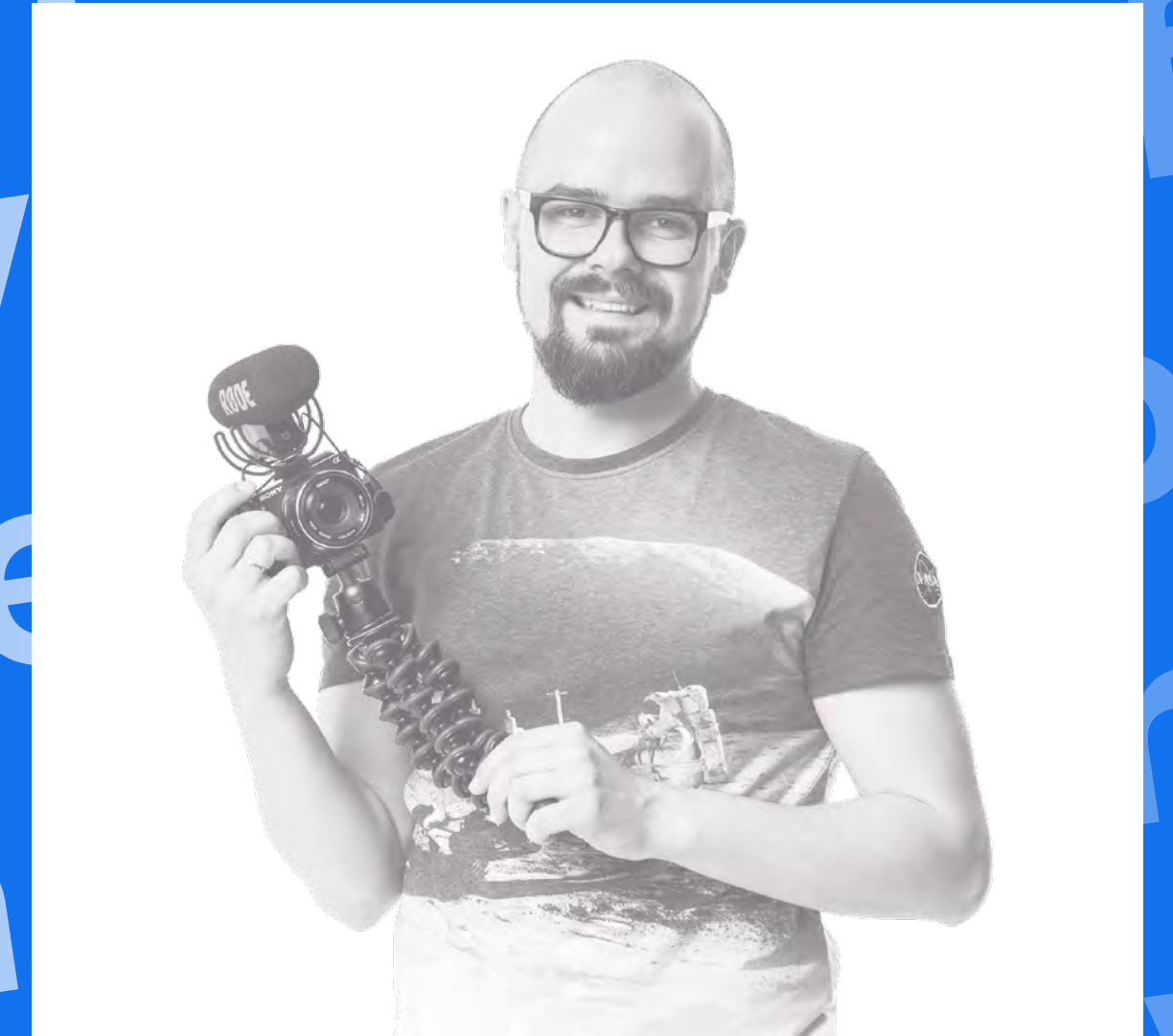
HELLO ROMAN CHANNEL CREATOR

HOTJAR TEAM LEADER & FRONTEND ENGINEER

Adam Romański

After the turbulent years of great changes in the Frontend landscape, the situation has stabilized a bit - the frameworks used today will probably stay with us for some time. When I hear a question about what Frontend Developers should learn in order to be competitive, I always answer - it is just enough to be good at what you're doing. And although it seems cliché, it will mean something different for everyone - it is about awareness of your potential and developing the skills we feel best, at the same time taking care of the state of our general knowledge related to the Frontend.

My experience has shown me that the soft skills of leadership and customer contact are something I should nurture, while for someone else it might be accessibility, testing, CI/CD. Frontend is certainly one of the most interdisciplinary programming fields where there is something for everyone - deep specialization in a few aspects and being up to date with everything else is enough to grab the attention of good employers.



Fullstack

Number of job ads and the most important requirements

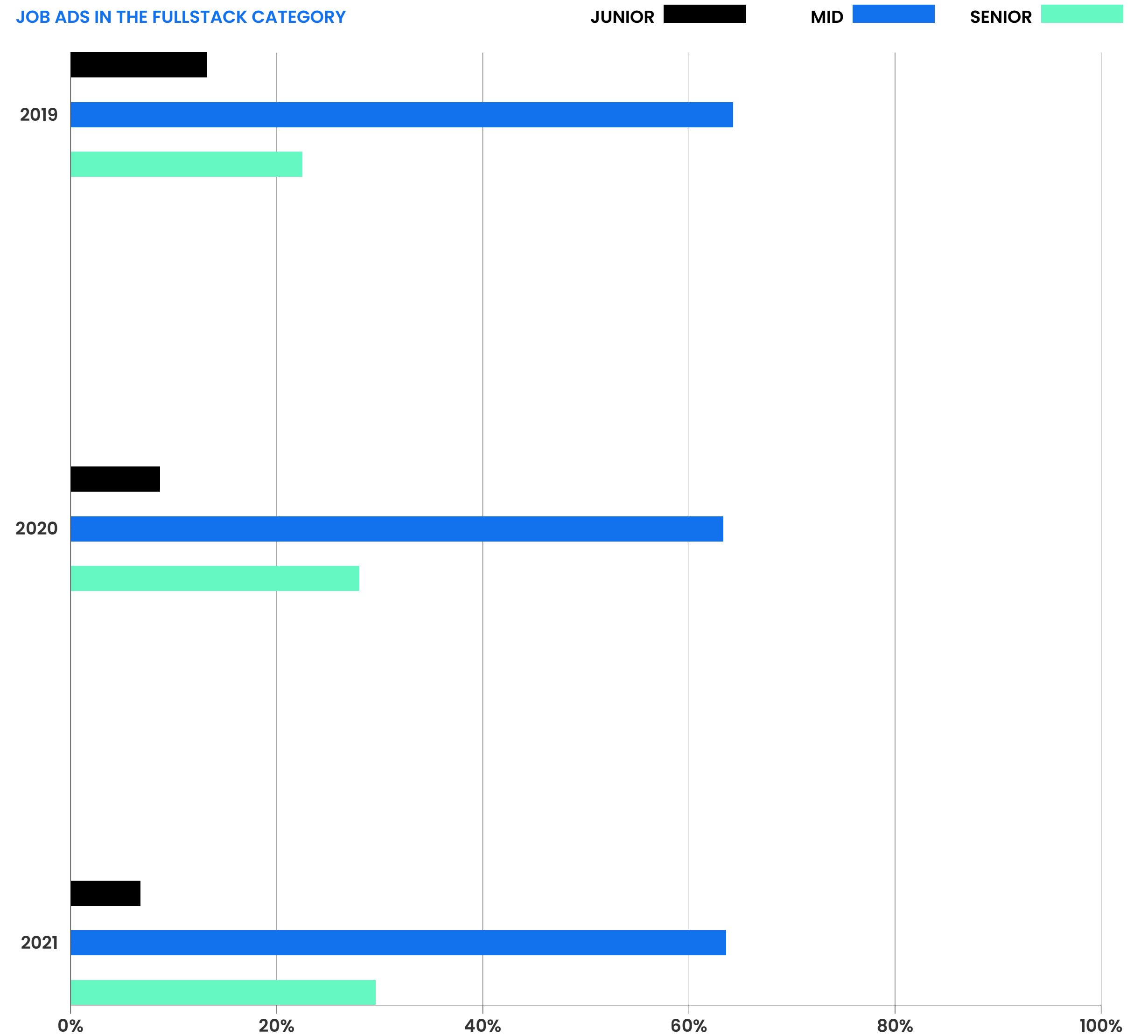
Job offers for Fullstacks increased about **143%** as compared with 2020. A slight decrease was noticeable in offers addressed at juniors (almost 2 percentage points less than in 2020).

On the other hand, there were gains at other levels, especially seniors (1.6 p.p. up), which already accounted for nearly **30%** of all ads in the category.

Must have:

JAVASCRIPT | JAVA | REACT | .NET | TYPESCRIPT | ANGULAR | GIT

JOB ADS IN THE FULLSTACK CATEGORY

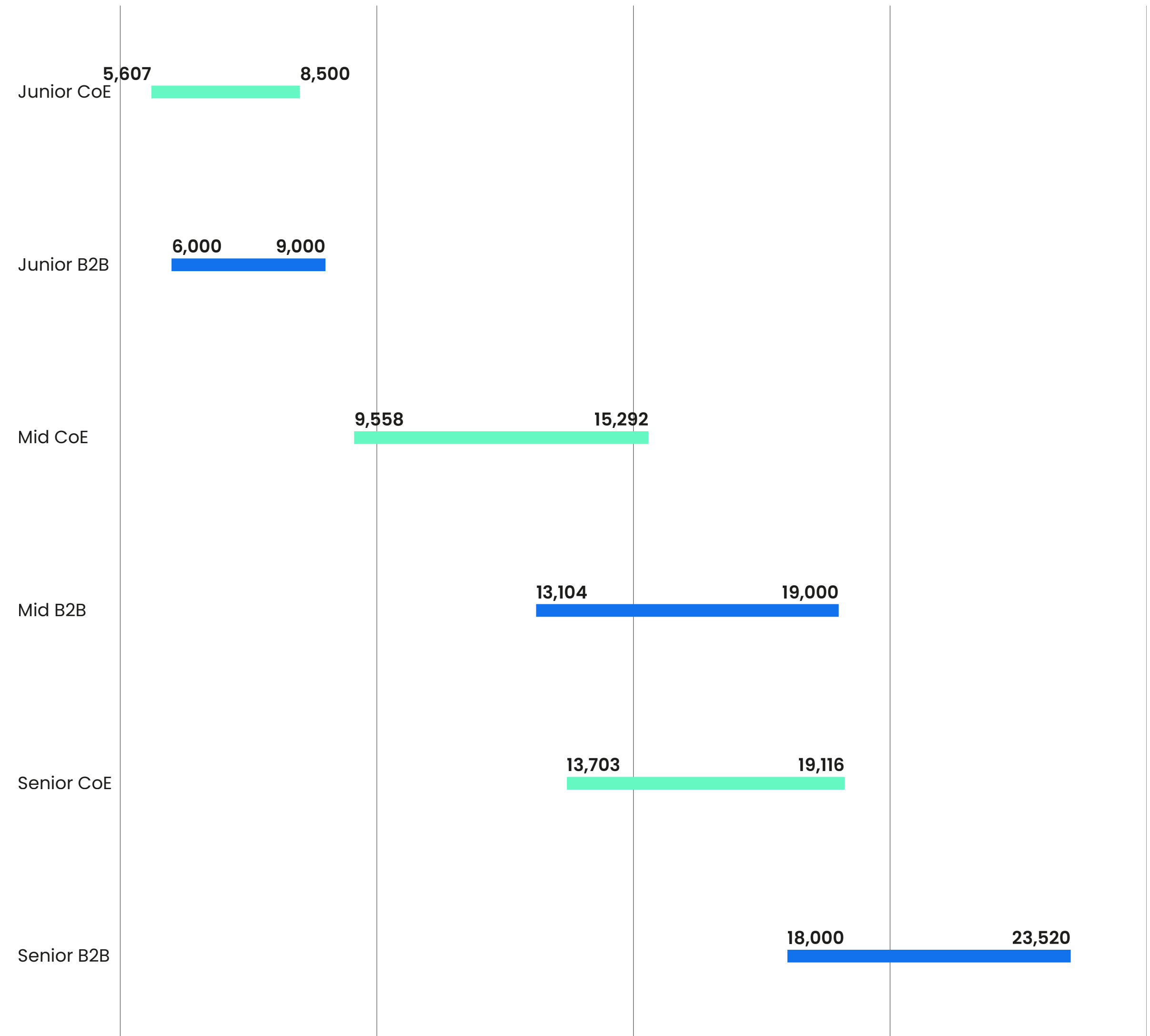


Fullstack

Salaries by experience

Earnings offered to Fullstack Developers in 2021 increased overall by a few percent for B2B contracts (7.7% in the median lower and 11.1% in the median upper ranges), but, as with Frontend specialists, did not change significantly for those working on employment contracts (3.3% in the median upper range).

Juniors could count on **5,600–8,500 PLN gross** on employment contract and **6,000–9,000 PLN net (+ VAT)** on B2B. The salary offered to mids ranged as within **9,600–15,300 PLN gross** on employment contracts and **13,100–19,000 PLN net (+ VAT)** on B2B. The most advanced could count in ads on the amounts within **13,700–19,100 PLN gross** on employment contracts and **18,000–23,500 PLN net (+ VAT)** on B2B.



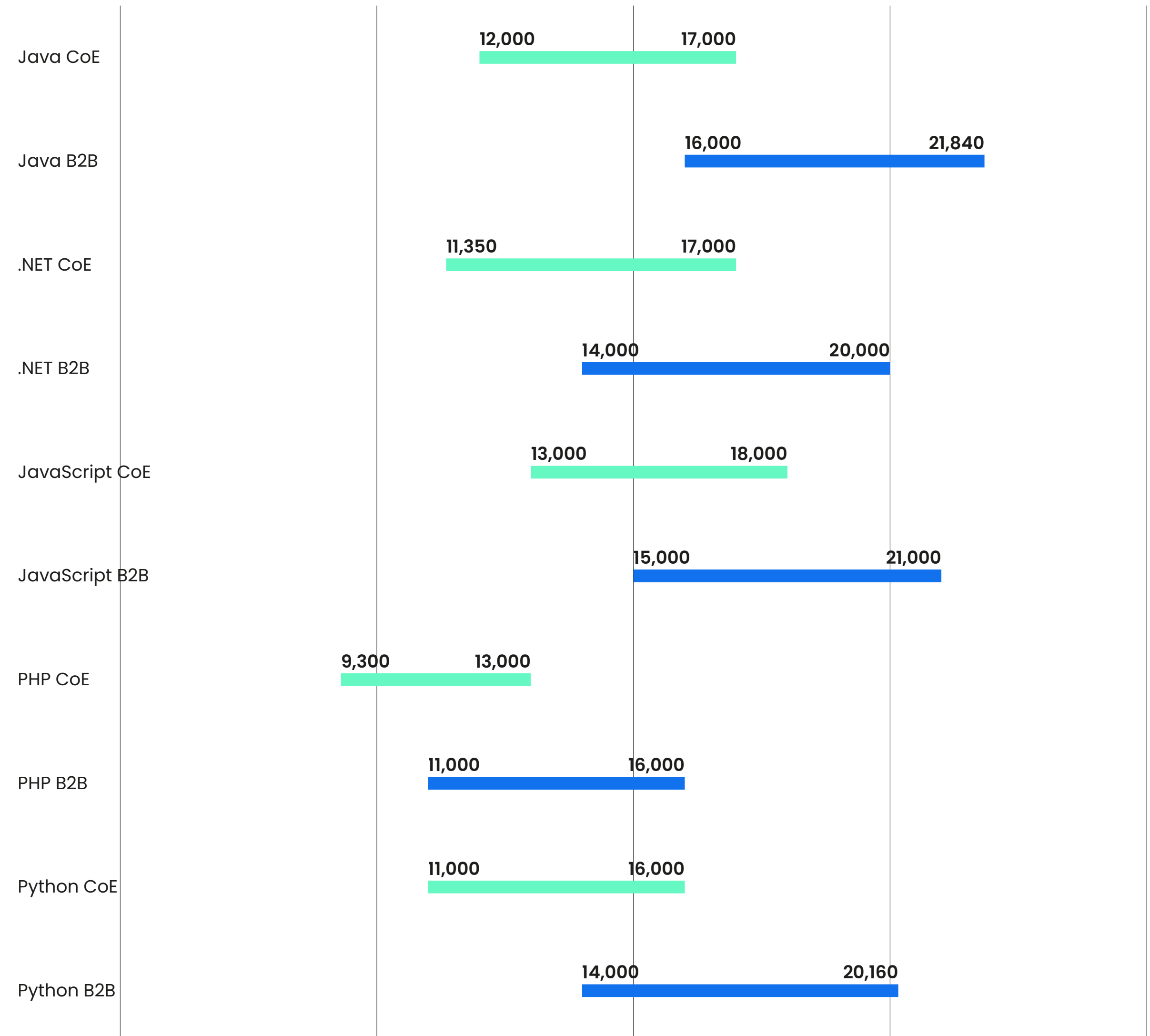
On contracts of employment, the gross amounts of PLN are given, and on B2B – the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

Fullstack

Salaries broken down by technology

In the Fullstack category, there are two key technologies whose knowledge means higher earnings. We are talking about Java and JavaScript because it is specialists in these languages who are offered median spreads exceeding **21,000 PLN net (+ VAT)** on a B2B contract, and the lower ones within **15,000–16,000 PLN net (+ VAT)**. JavaScript also leads the way when it comes to employment contracts - here the median salary ranges in 2021 were **13,000–18,000 PLN gross**.

Slightly lower salaries were offered last year to the Fullstack specialists who know **.NET** or **Python**. Here the salary scales fluctuated within **14,000–20,000 PLN net (+ VAT)** on B2B and **11,000–17,000 PLN gross** on employment contracts.



On contracts of employment, the gross amounts of PLN are given, and on B2B - the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

TECHNICAL LEADER

STX NEXT SENIOR FULLSTACK DEVELOPER

Kamil Mówiński



Thinking about Fullstack specialists, we find some hugely desirable features. The first is the ability to work remotely, self-organize your work, and be disciplined in delivering solutions. Unfortunately, it appears that this is still an under-trained topic and one that requires, from both employees and employers, continuous improvement.

The second feature is the ability to train new developers. I have deliberately not used the phrase "share knowledge" here because simply sharing knowledge is not enough. The last year showed the growing demand of the industry for new programmers. In connection with this process, I notice a significant reduction in the entry threshold for juniors; mainly in corporations and, therefore developers - especially seniors - are starting to expect that they will take such a person under their wing and prepare them for work.

The third is, the ability to quickly implement a new technology and prepare a prototype in it. Openness to new solutions and the ability to assess their usefulness for implemented projects and efficient communication of these solutions to colleagues and customers are features that may prove indispensable for Fullstack specialists.

Testing

Number of job ads and the most important requirements

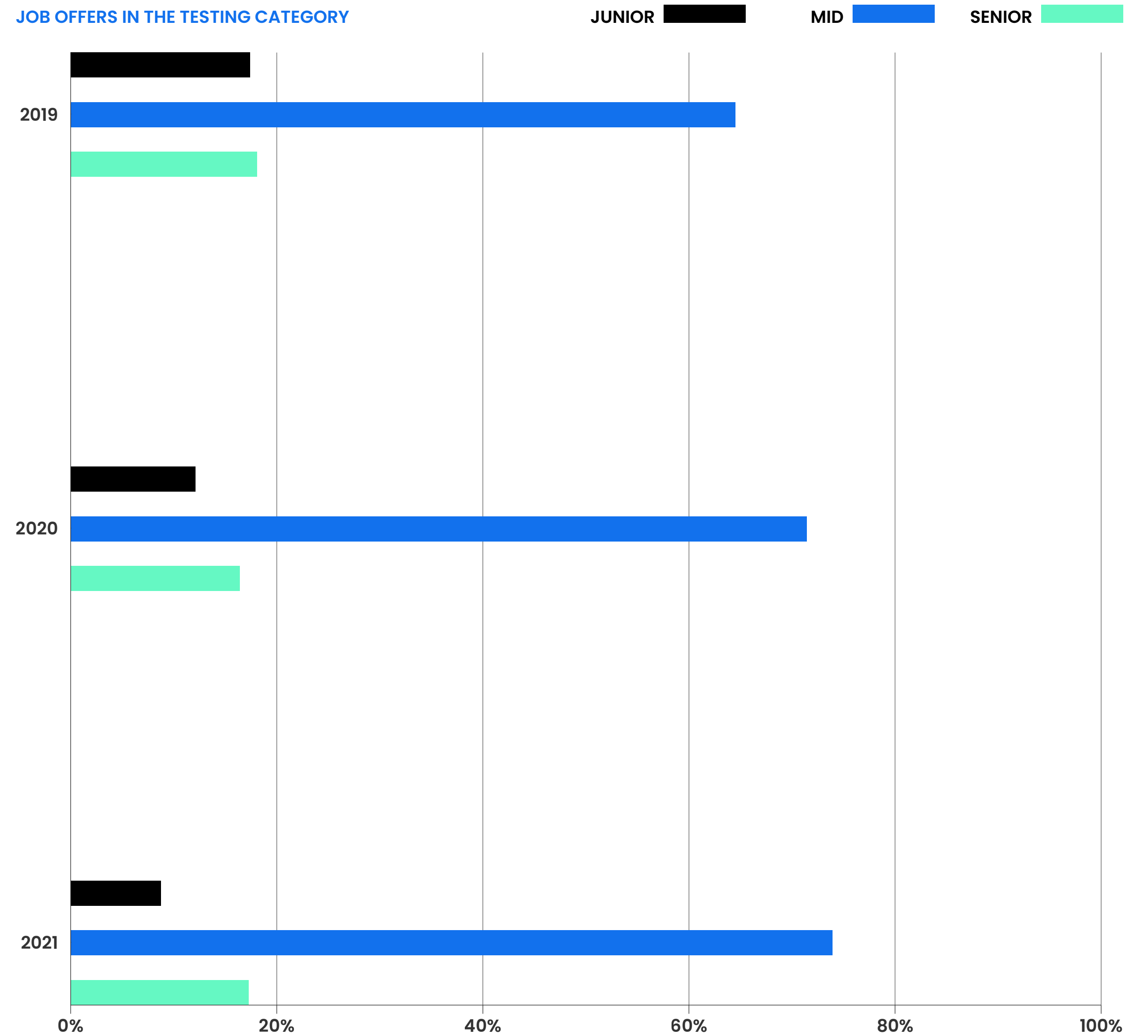
Testing/QA is the one of the four major categories with the highest percentage of offers aimed at juniors. Job offers for juniors accounted for **8.8%** of the total number of offers in category in 2021.

All ads in Testing were published 158% more than in 2020, and they came especially at the mid-level (a jump of almost 3 p.p. from the previous year).

Must have:

SELENIUM JIRA JAVA SQL PYTHON REST

JOB OFFERS IN THE TESTING CATEGORY

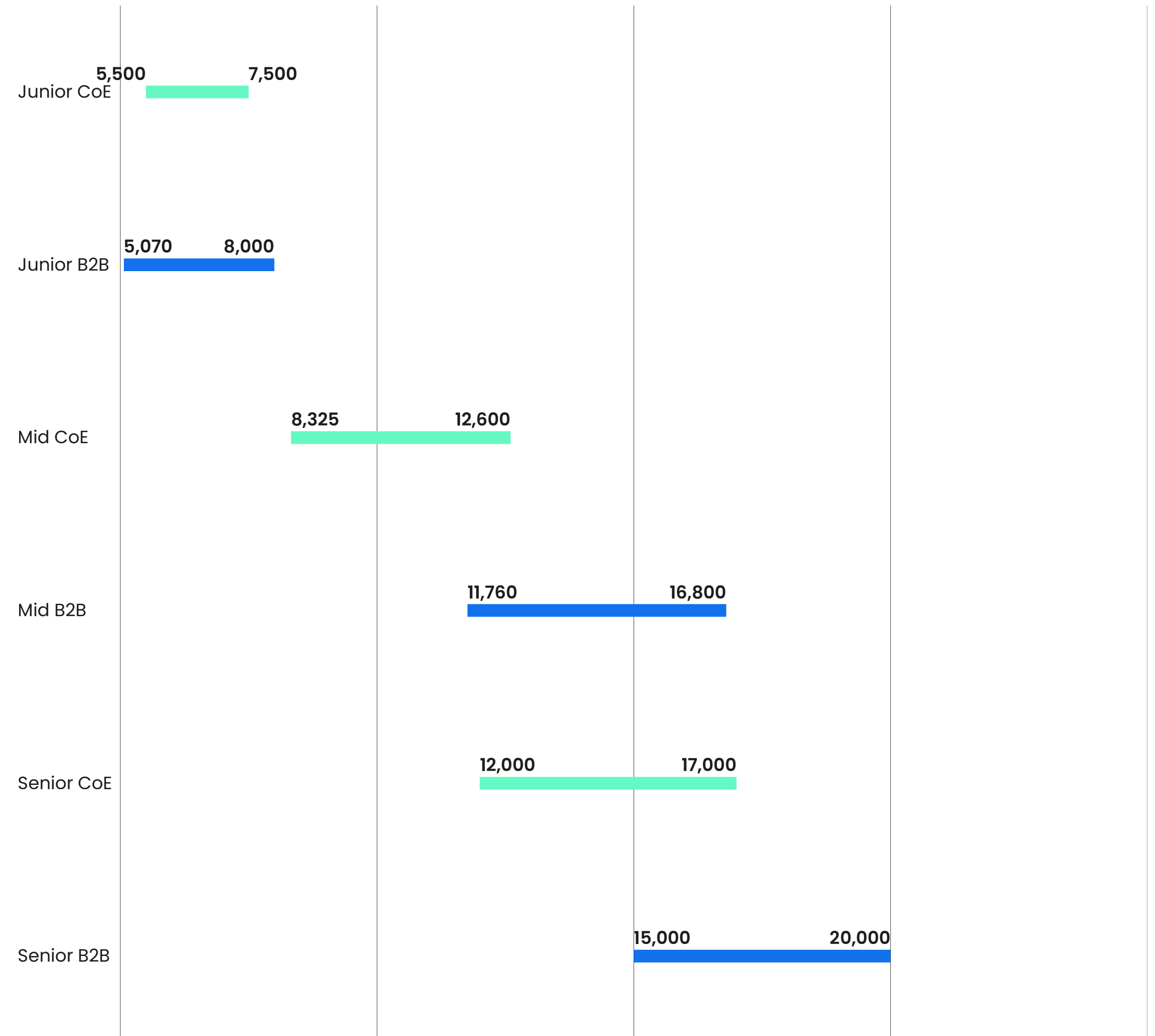


Testing

Salaries by experience

Employees in the Testing/QA teams could expect raises in 2021. Compared to earlier in the year, salaries offered increased for B2B contracts by 9.1% (median lower range) and 5% (median upper range). In the context of employment contracts, the increases were 6.3% and 6.2%, respectively.

Junior testers were offered **5,500–7,500 PLN gross** on employment contracts or **5,100–8,000 PLN net (+ VAT)** on B2B. Mids could count on **8,300–12,600 PLN gross** on employment contracts or **11,800–16,800 PLN net (+ VAT)** on B2B. Seniors on the employment contract were, in turn, offered **12,000–17,000 PLN gross**, and those who would be employed based on a B2B contract - **15,000–20,000 net PLN (+ VAT)**.



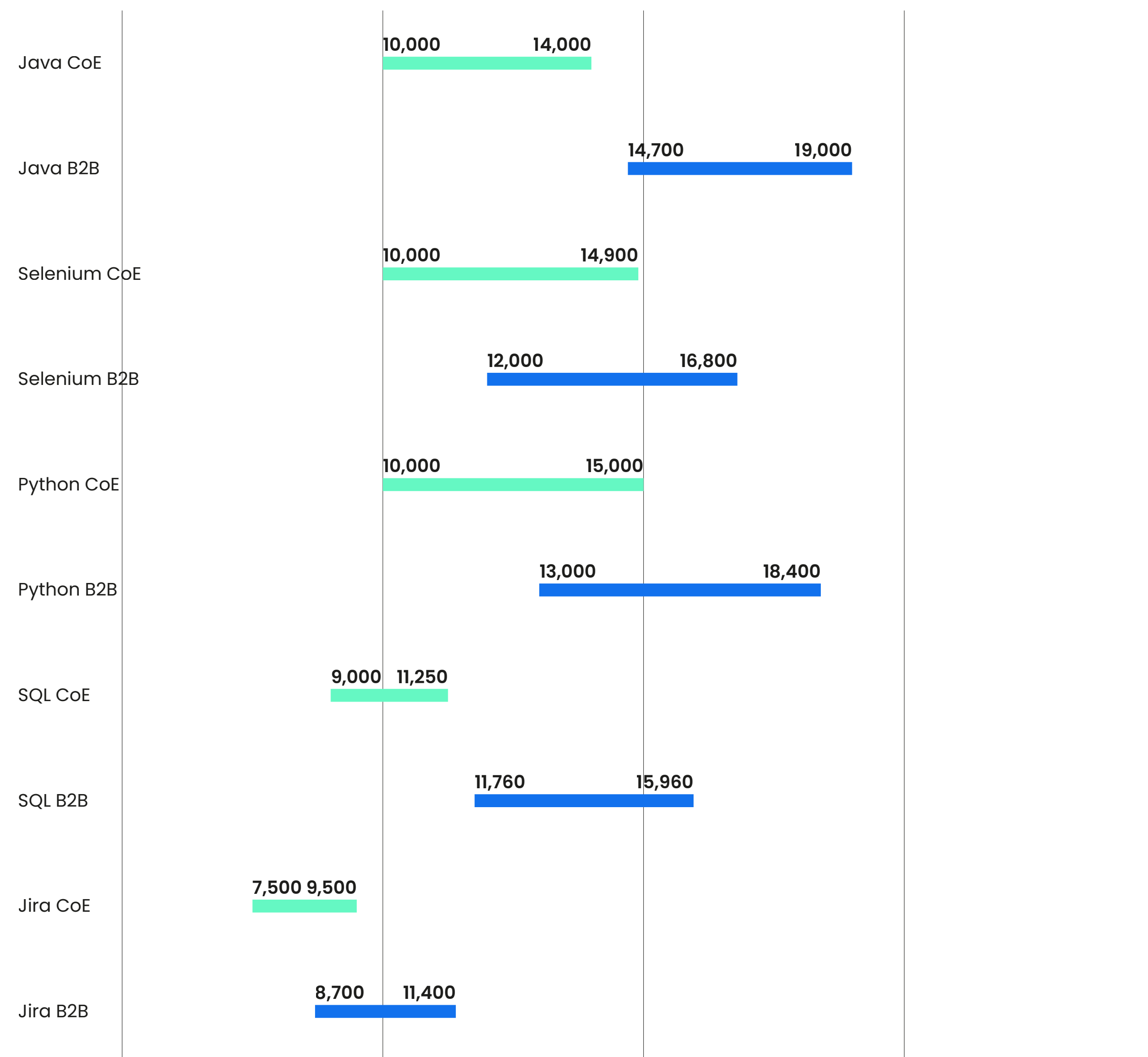
On contracts of employment, the gross amounts of PLN are given, and on B2B - the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

Testing

Salaries broken down by technology

In the case of testers in 2021, it was similar to Backend and Fullstack - those who know Java or Python could count on the highest salaries. The former were offered **14,700–19,000 PLN net (+ VAT)** or **10,000–14,000 PLN gross** on the contract of employment, the latter - **13,000–18,400 PLN net (+ VAT)** or **10,000–15,000 PLN gross** on employment contract.

Just behind the leaders were QA specialists with Selenium skills, who were offered **12,000–16,800 PLN net (+ VAT)** on B2B or **10,000–14,900 PLN gross** on an employment contract.



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SYNCRON SENIOR QUALITY ENGINEER
Paulina Bielecka

The progressive digitization of companies will further increase the demand for Software Testers. Detecting a defect at an early stage of the development of a software or a specific functionality significantly facilitates and reduces the costs of its removal. Cooperation with testers also allows us to provide the end user with a higher quality application.

Companies that are aware of this will expand the existing ones and create new test teams. Basically, the situation created by the pandemic has already proven that this is the natural course of development in this area.

Since 2020, not only has digitization significantly accelerated, but so has the importance of the e-commerce market. This has resulted in a significant increase in the demand for software testers.

Today, there is no shortage of job opportunities for both manual and automation testers. Increase in the demand for specialists within this industry also affects the amount of salaries, which also go to the top.

DevOps

DevOps has been one of the highest paid categories for years in IT. Seniors could expect earnings of over **26,000 PLN net (+ VAT)** on a B2B contract and around **20,000 PLN gross** on an employment contract.



Project Management

Project Management is the category that has seen some of the highest year-on-year increases in the median lower (27.3%) and upper (20.1%) salary ranges on B2B contracts.



On contracts of employment, the gross amounts of PLN are given, and on B2B - the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.

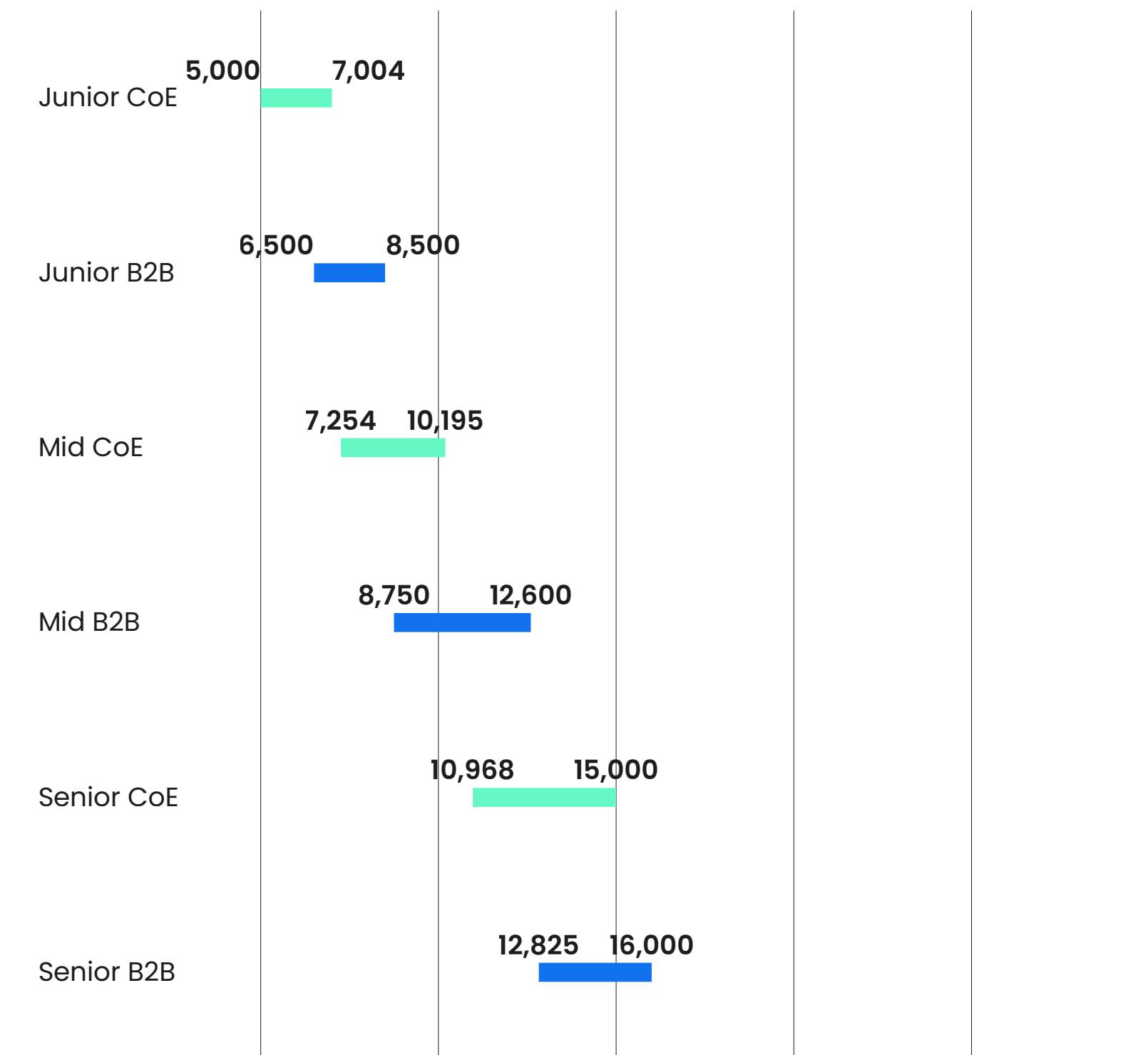
Mobile

Mobile is the category that has seen the highest increases in salaries offered on an employment contract (33% in the median upper and 13.3% in the median lower range).



Support

Support specialists are the lowest paid of the most popular IT categories. The range proposed to seniors (10,900–15,000 PLN gross on an employment contract / 12,800–16,000 PLN net [+ VAT] for B2B) were comparable or even **lower** than the range for mids in several other categories.



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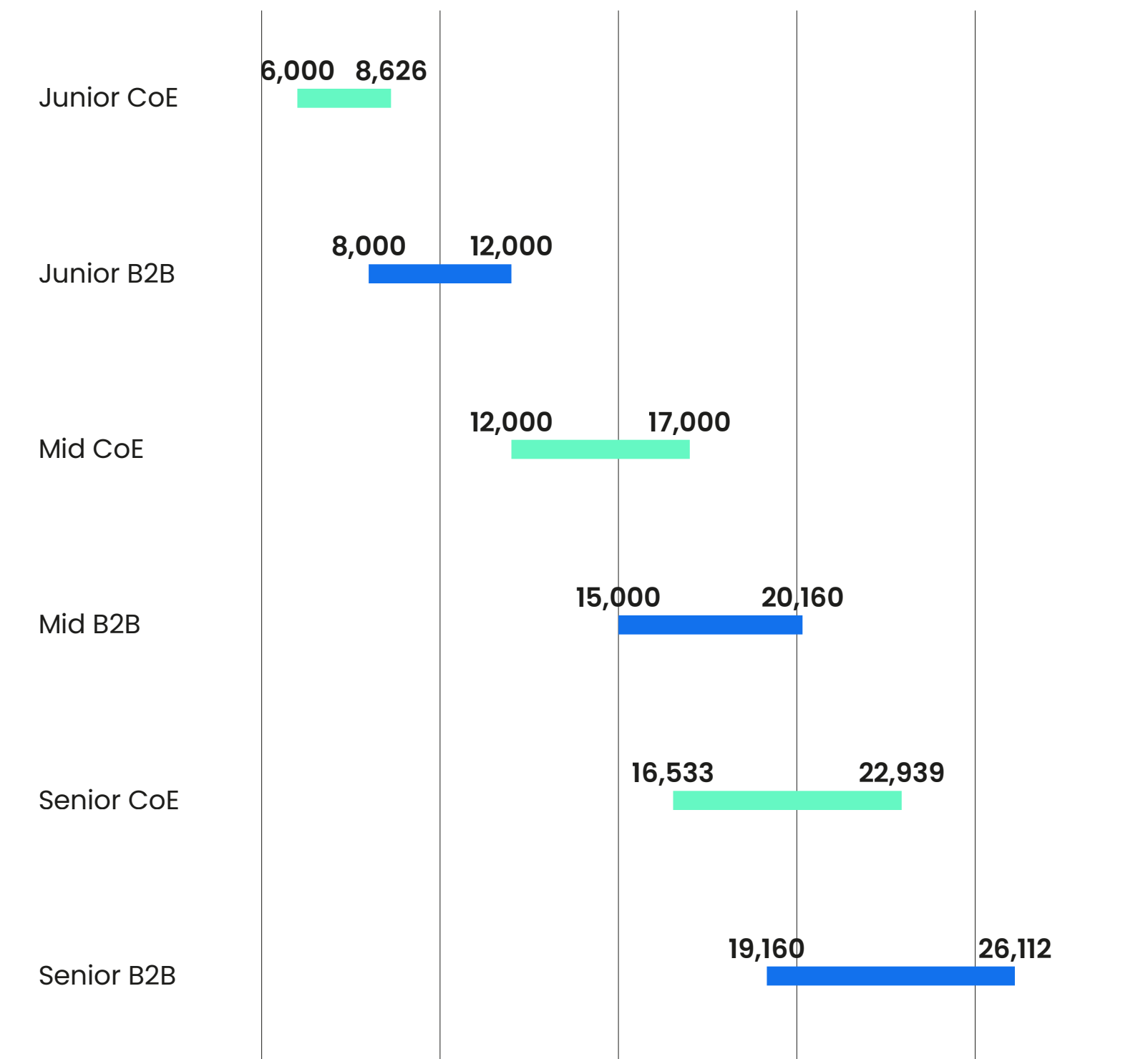
IT Administrator

IT Administrator is the only category to see either minimal declines in offered earnings or, at most, slight increases in 2021. The lower ranges of salaries offered on B2B fell 3.1%, while the upper ranges rose barely 1.2%. On employment contracts, these differences were -0.9% and +2.8%, respectively.



Business Analysis

In the Business Analysis category, the gainers were primarily those working under an employment contract. Here in 2021 we noted increases of 12.5% in the median lower and 7.7% in the median upper salary range.



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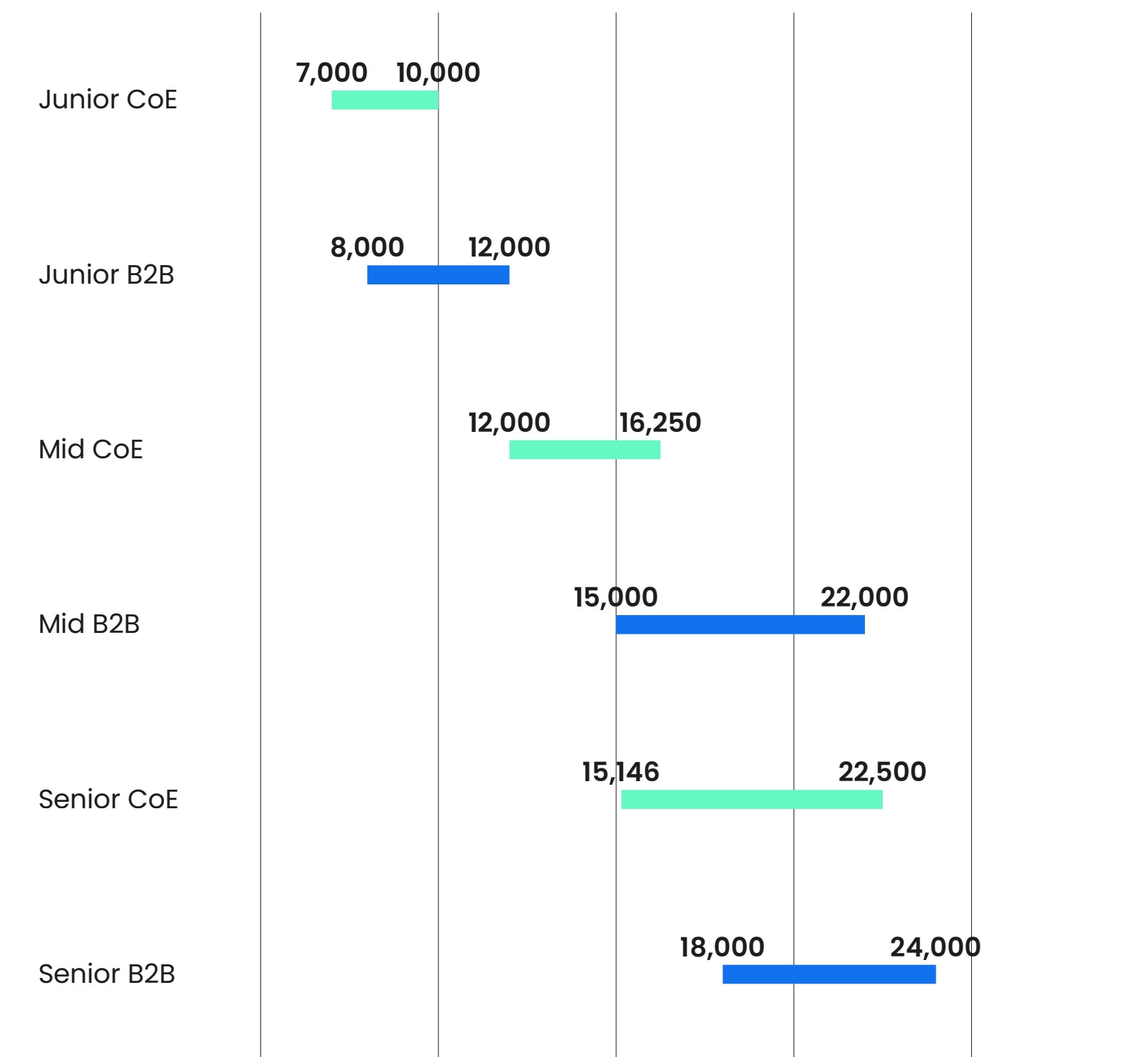
Big Data

Big Data specialists cannot complain about the proposed remuneration. The most experienced were offered up to **22,900 PLN gross** an employment contract or about **26,100 PLN net (+ VAT)** on B2B.



AI

Work in the AI category is a lucrative occupation already for **juniors** who could count on earnings of **7,000–10,000 PLN gross** on employment contracts or **8,000–12,000 PLN net (+ VAT)** on B2B. These salaries are comparable with mid-level Support specialists.



On contracts of employment, the gross amounts of PLN are given, and on B2B - the net amounts of PLN on the invoice. The amounts indicated are the median of the lower and upper salary ranges reported in job ads.



03. Benefits and job perks

BENEFITS	48
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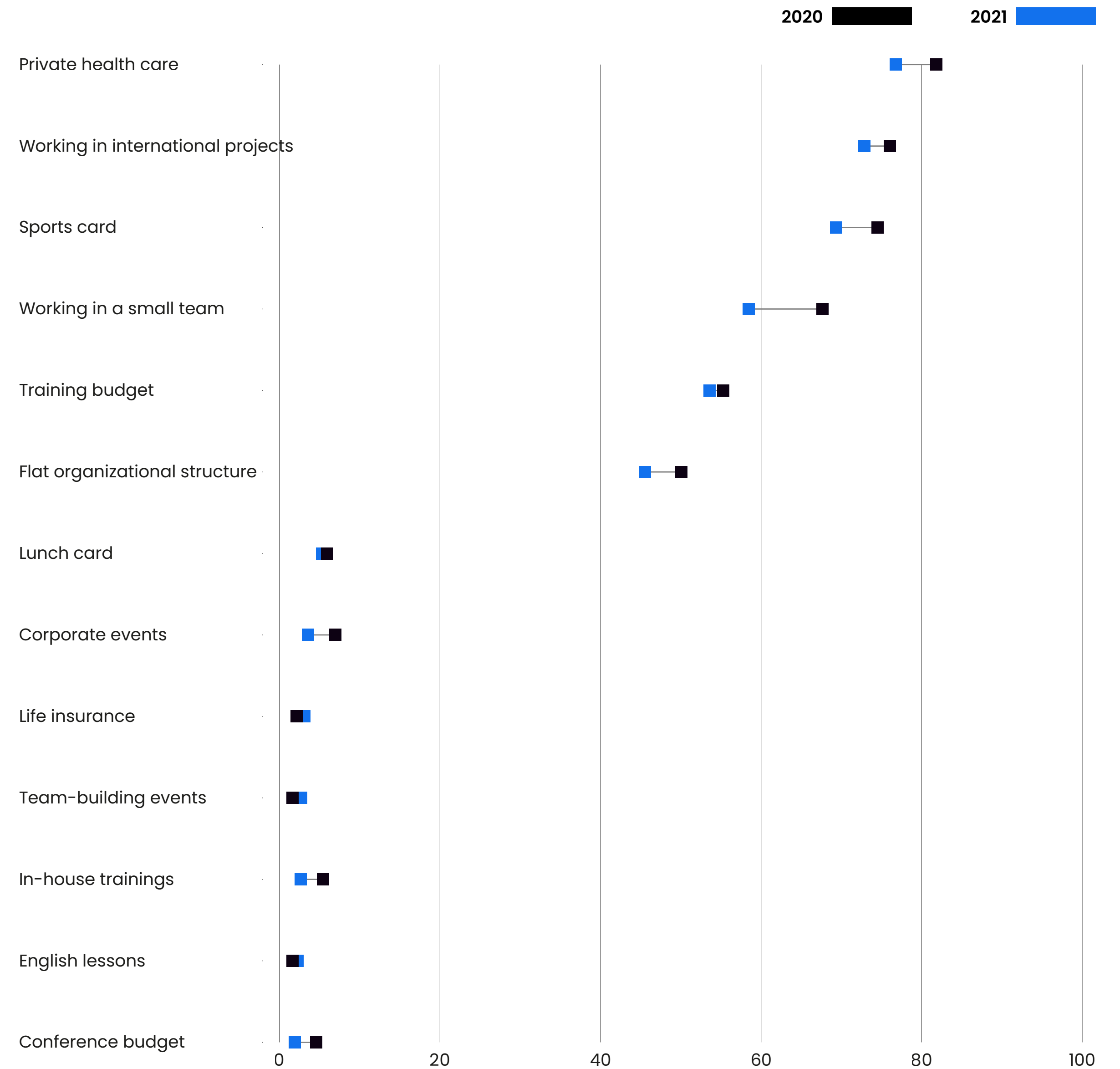
The most popular perks in job ads

Perks down sharply. Looking through the lens of the second pandemic year, there were savings in office privileges.

Private health care - down 5 percentage points. Sports Card - 5 points down. Working in international projects - 3.2 p.p. down.

We could see the biggest decline in this classification in the context of working in a small team (58.46% in 2021 compared to 67.67% a year earlier). Employers were less likely to include such a benefit in job advertisements since we had moved most of our activities online anyway, so the physical aspect of a small team was not as noticeable.

Also noteworthy are those elements of employer offerings that did not change or even improve their share. **Training budgets** recorded a slight decrease, as did **the lunch card**. Instead, there was more information about team-building events, which in recent months have been an undeniable substitute for cancelled corporate events and conference trips.

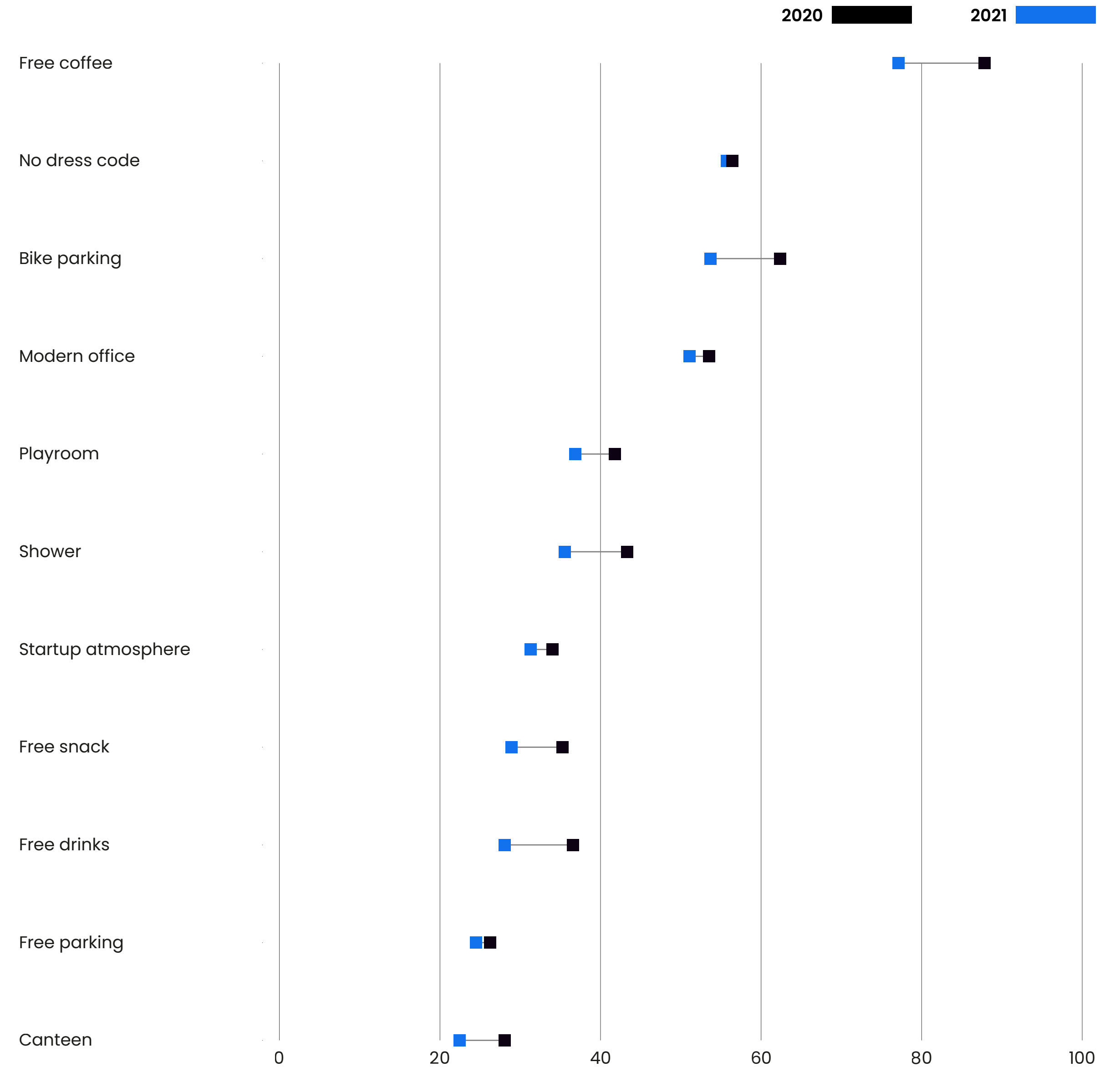


Job offers usually list several perks, so the table shows the % occurrence of a single benefit in job adds.

Most popular perks in job ads

Free coffee as a basic perk in the office did not disappear, even during the pandemic. Employers still like to mention it in job offers (77.11% of ads included this information), although they did so a little less often in 2021 (a year earlier - 87.9%).

In a year of moving out of offices to work remotely, one would presume that the amenities associated with coworking space would drop significantly. This was indeed the case, although some of the perks saw only a small decline. A **playroom, canteen** or **free parking** - in each of these cases we were a few percentage points in the negative. Hardly surprising, these are office incentives that can be offered whenever the office is available to employees, so the slight declines may be associated with companies moving to other locations where similar infrastructure is missing.

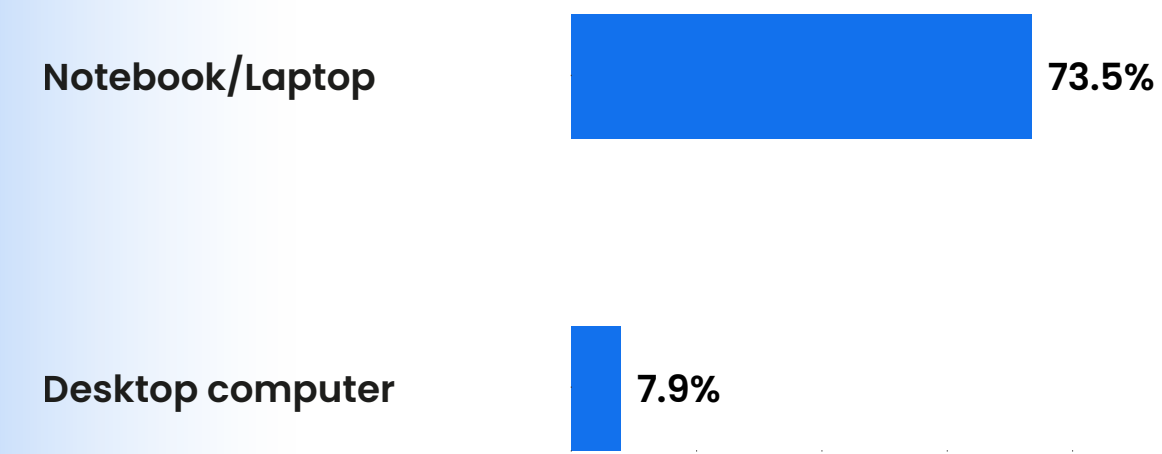


Job offers usually list several perks, so the table shows the % occurrence of a single benefit in job adds.

Work equipment

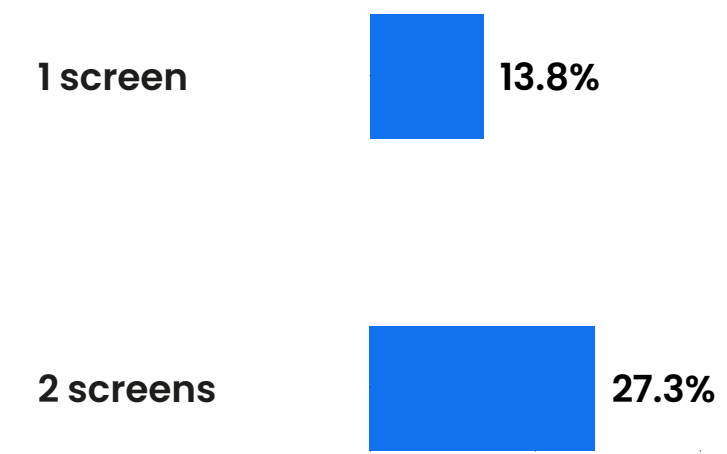
The dominance of laptops

When it comes to a work unit, in 2021, a laptop computer was mentioned more than 9x more often in ads than a desktop computer.



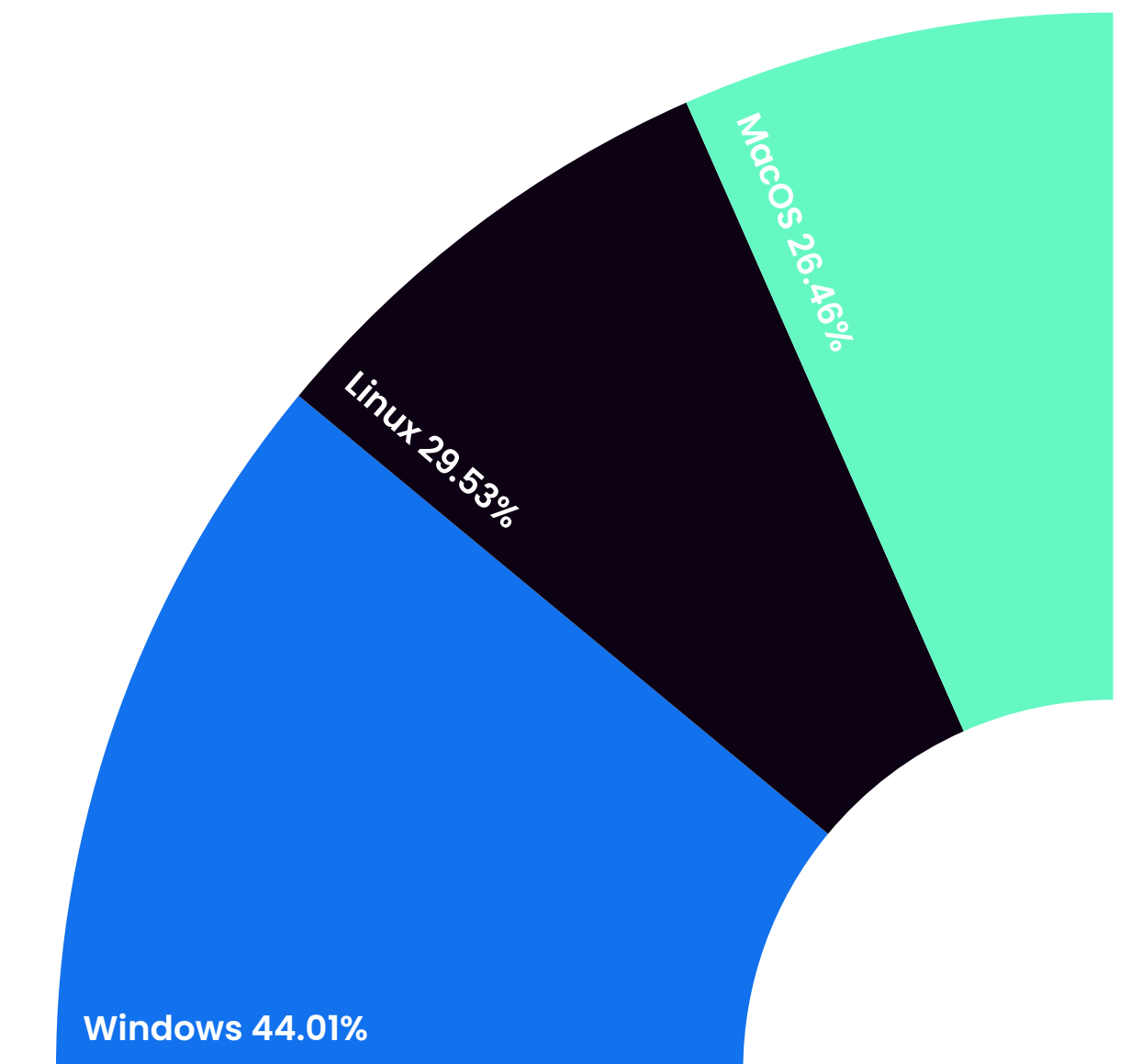
A dual monitor fan wanted

Comfortable work on at least two screens is often already standard. Also in the context of what employers are offering - here the information about assigning two monitors appeared 2x more often than that about a single screen.



"Windows" on top!

Microsoft's flagship product won the 2021 operating system classification. It was Windows that appeared most often in job advertisements as the OS on which the work would be performed.



Well-being in the IT industry has been mentioned in every case in the last few years and, of course, the ongoing pandemic has had its fair share. More companies are competing with each other, offering new perks, among other things, and Fruit Thursdays have long ceased to impress anyone. In our opinion, this is not the most important thing for employees now.

HYLAND POLAND R&D MANAGER

Lucjan Giza

Remote work has allowed us to regain a significant amount of time, which we have so far devoted to daily commuting to the office. We regained our time and quickly went a step further - we wanted more flexibility, the possibility of adjusting the schedule of the day so that work was no longer the main element around which we plan the whole day.

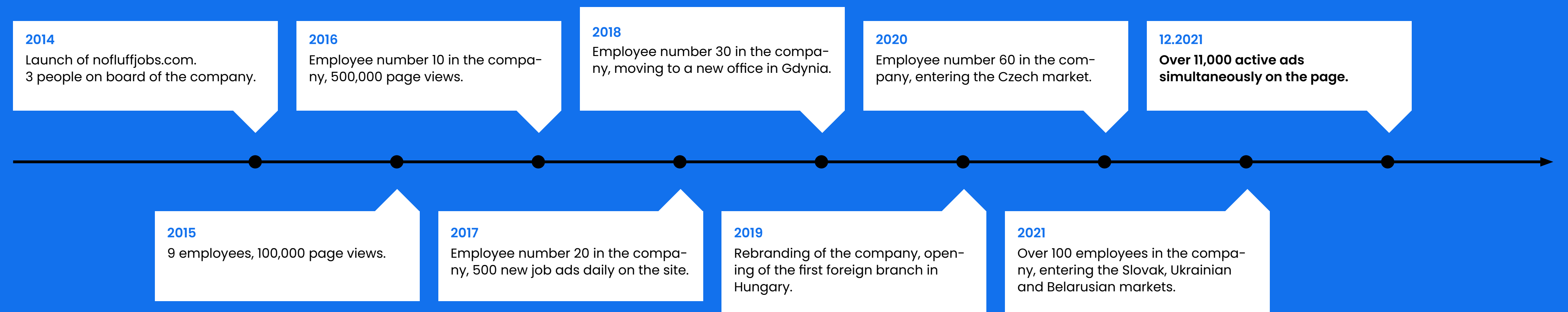
In Hyland, we quickly responded to this need - we have a flexible approach to working time, thanks to which employees can use their time very effectively. In addition, the company offers several additional days of paid leave during the year.

Remote work also means difficult contact, which is why it is so important to take care of a very good onboarding process and listen to the needs of employees, in which empathetic and committed leaders become helpful. It's also a good idea to keep "old-fashioned" meetings offline, if possible.

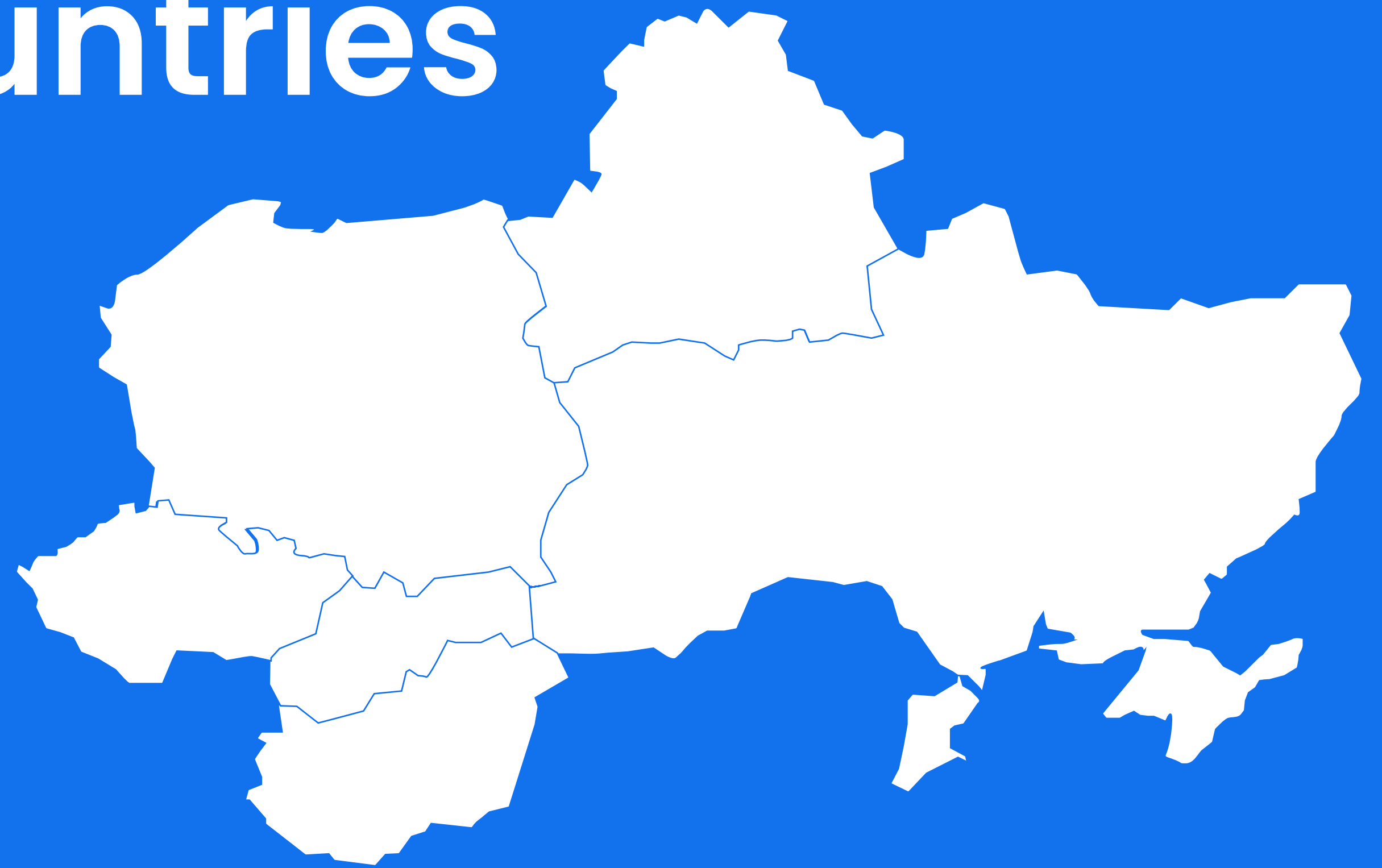


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Supervision and content development
Marek Jarzqbek

Data management
Weronika Żelazek

Data extraction
Szymon Kowalewski

Data analysis
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Design
Michał Rogoziński

Illustrations
Natalia Albecka-Eikmann
Karolina Pałka
Michał Rogoziński

Have a question or an idea for collaboration?

Email us!

marketing@nofluffjobs.com

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