

# IT job market in Poland in 2023

Salaries, trends, and interesting  
facts in job ads

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**Magdalena Gawłowska-Bujok**  
COO No Fluff Jobs

Learning is often said to be a lifelong process, which is also true for employers. A lesson that we do at No Fluff Jobs from time to time is to appreciate what we already have. We found it worth continuously revisiting over the past year. We value the progress we made as a company, the people who were on board with us during this challenging year, and the relationships we built with our clients. Whenever we faced difficulties, we asked this “local community” that has developed within the organization around our shared mission for support. Through open communication and frank discussions, we work together to find solutions, empower each other, and take collective responsibility for our choices. This collaborative approach has helped us come up with innovative ideas and achieve great things.

This year undoubtedly confirmed that a company is only as strong as the links that bind its team together. It was absolutely crucial to synchronize activities, focus on key objectives, and work together on a daily basis. Above all, we learned that optimism and a positive attitude are essential for dealing with difficulties. In the worse moments, we discovered our strengths and ability to adapt.

In 2023, we were deeply moved by the fact that our efforts of almost a decade to enhance recruitment standards in Poland will be soon further reinforced by the EU directive on salary transparency. Moreover, we started publishing job ads with salary ranges in marketing, sales, finance, and several other job categories on our portal, expanding our reach beyond the IT sector and promoting transparency across a wider range of industries.

Whatever the new year brings, we look to the future with optimism, believing that we can get through the most challenging times together with the right people on board. And that is what I heartily wish for all employers.

*Magdalena Gawłowska-Bujok*



2023 was a year full of difficulties and volatility in the IT labor market. We realized that the crisis, which was only beginning to loom on the horizon at the end of 2022, was and still is real. Optimistic assumptions that things would return to normal after three months, as in the summer of 2020, quickly turned out to be nothing more than fairy tales. Inflation, shutting down projects in the West, and business uncertainty in our country led to an unusual landscape of a limp technology market.

Just when we could notice a trend of seeming stabilization in the number of available positions, which is always a sign that things are returning to normal, the impact of the first half of the year (layoffs, unfinished projects, etc.) began to take its toll. By mid-summer, recruiters were receiving significantly more job applications than before. While getting a few hundred applications for junior positions was not unusual, this year's record was astounding: 1,888 applications for a single position. It was also unprecedented to receive 50–60 applications for mid or senior-level positions in some of the specializations. This trend has continued up until now.

In a few months, competition among candidates increased two or threefold for most positions. In specific fields, such as Frontend, the average number of applicants per position went up five times compared to the previous year's average. New projects failing to open and previous ones closing resulted in a tough job market for passive job seekers. So far, nothing has forced experienced specialists to actively look for work more than last year's turmoil. The entry requirements for beginners in the IT industry have become even more challenging, with only 7.1% of job offers targeted towards them, making them compete with experienced professionals for the same job opportunities. This competition was fierce, as many mid-level professionals were willing to seek and accept lower-level and lower-paying jobs.

As we step into 2024, we are filled with a lot of hope but moderate enthusiasm, bearing in mind the turbulent experiences of last year. The situation is still far from normal. As the Polish IT market heavily relies on foreign demand, we are keeping our fingers crossed both for the market to stabilize in the US and Western Europe and for domestic players to be more willing to invest in development and innovation.

*Tomasz Bujok*



**Tomasz Bujok**  
CEO No Fluff Jobs

# Trends in IT

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What topics  
are top of mind  
in the tech industry?

# Crisis, projects on hold, and more candidates than job ads

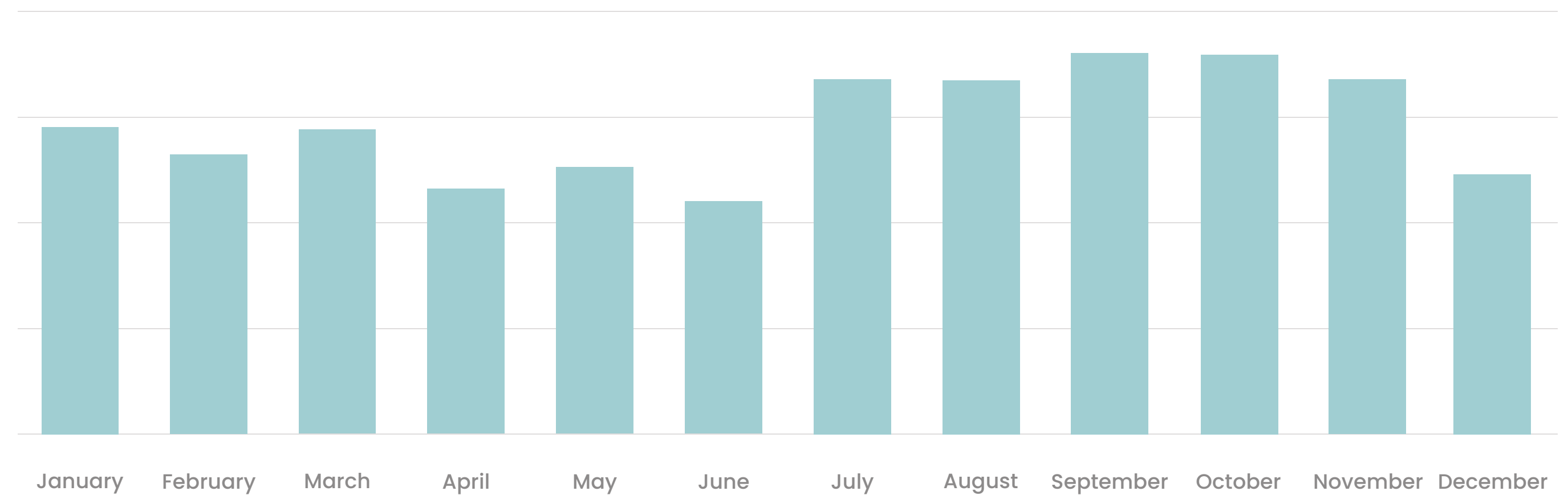
Over the past year, the joke about programmers looking for a job being the worst 15 minutes of their lives didn't age so well.

More accurate is to say that the same people met „on the bench“ over the past few months and asked the other to move over.

It's no surprise that the Polish IT market looks the way it does, considering that most major players outsource services. This past year in Poland was a struggle with inflation and its effects. As the global economy was not in the best state, many companies were forced to suspend or cancel projects from external suppliers.

Thus, the number of job offers did not grow at the rate it used to, and, at the same time, there were many more candidates than usual. As a result, the average number of applications per offer increased significantly. This has led to a sense of uncertainty and frustration within an industry that was once considered stable and secure (at least according to the media headlines). Even highly experienced professionals are [now applying for jobs with lower requirements](#), adding to the competition.

Is this the beginning of the end of this memeable and mythical land so often evoked in the online IT community? Or is it merely a temporary hiccup, as in March 2020?



# Salary stability? (For now) Nothing of the sort, but...



We don't usually show salary ranges this way because, methodologically, it leaves much to be desired (mainly because salaries offered for different types of contracts – employment contracts, B2B, and civil law contracts – are all lumped together). On top of that, we collect them from job ads, which are mostly directed at mid-level, senior-level, and expert-level specialists. The percentage of job ads for junior-level positions is usually low.

Despite its imperfections, we chose to display this graph because (although many may not believe it) the trend of year-on-year earnings growth in IT still remains a reality.

The growth trend continued through COVID-19, the post-pandemic period, which has intensified the need for more experienced professionals, and the economic crisis, which we could see in job ads targeting people with greater expertise.

Will it ever end? It may end as early as 2024, but nobody knows for sure. While data from [nofluffjobs.com](https://nofluffjobs.com) shows a clear annual trend of salary increases, salaries on all other major job portals in Poland show stabilization from mid-2023.\*



\*Data from Insights360, No Fluff Jobs' proprietary tool:  
<https://nofluffjobs.com/en/insights360>



*\*Medians of the lower and upper salary ranges from job advertisements. Salaries in PLN for all contract types.*



**Mateusz Perdek**  
Head of Technology Centre Poland HSBC Service Delivery  
(Poland) Sp. z o.o.

## HSBC's perspective on the IT business this year. What has been the most challenging aspect of hiring IT specialists?



Over the past four years, we have doubled the scope of our business and transformed our profile, significantly increasing the number of technical roles and creating more senior positions in IT. The Technology Centre in Poland remains our strategic location and plays a crucial role in our banking transformation programs.

In 2023, we continued the steady growth of the Polish branch, allowing us to continue to deliver further innovative products and solutions to the HSBC Group. We launched the iLab Hub, a critical in-house network component for innovation labs. In the spirit of the Agile methodology, we also implemented an effective and efficient collaborative program of operational activities in the Polish service center.

While many global and local companies had to part ways with some employees in the past year due to group layoffs, we have encountered difficulties filling only some of the positions at HSBC. In particular, it was a challenge to find experienced Java Developers, cloud solution architects, and cybersecurity specialists (HSBC is one of Poland's largest cybersecurity centers).

In 2024, we plan to continue hiring in these specializations, but we do not intend to limit ourselves to these areas only. Due to continued growth, we anticipate recruiting for roles in other IT fields, too.



# AI – The extra pair of hands you can't do without



If the traffic to websites like StackOverflow is suddenly decreasing, it's a clear sign that there's a new player in the game. In 2023, AI-powered assistants such as ChatGPT took over the duties once performed by StackOverflow, as they are now able to assist programmers with basic tasks.

Artificial intelligence solutions have become an integral part of the IT industry. It is becoming harder and harder to find someone who does not use AI-based tools. In Poland, 97% of technology professionals were already utilizing AI tools in their daily work by July 2023, which indicates that it has quickly become the new standard.

In 2024, we anticipate more intense competition among the major market players, an overflow of AI-generated media content, and increased adoption and customization of GPT tools by companies.

Check out the "AI in the IT job market" report to learn more about how professionals and companies approach artificial intelligence at work.



# Some would like to be nomads, but desks are getting dusty

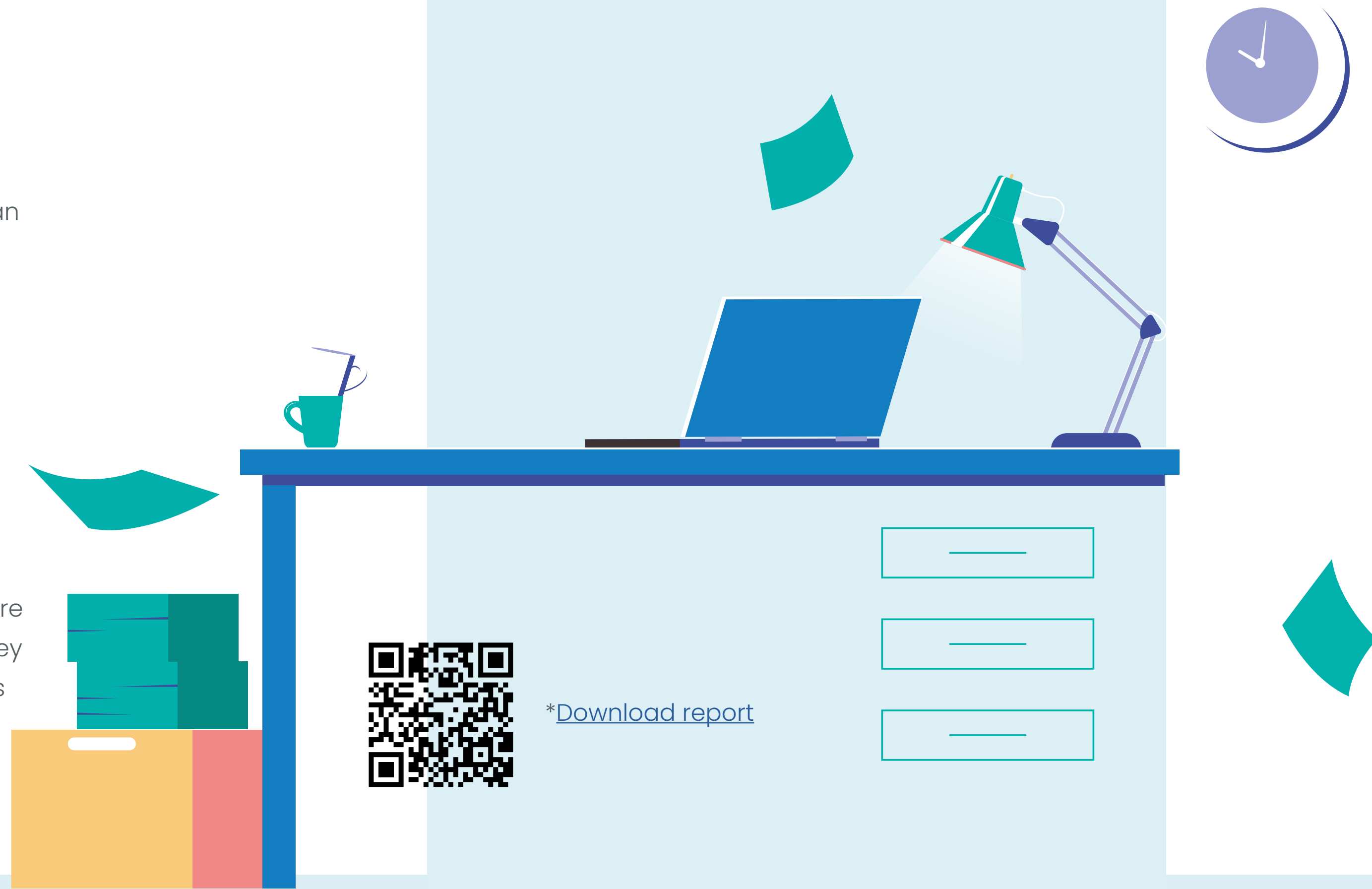


*Work from anywhere* is a trend that has taken hold of more than just the IT world since the start of the pandemic. Remote work became widely available, and specialists began to outdo each other in pointing out the best places to telework. Employers were not afraid to offer workation or bonuses for home office equipment. The IT industry started to believe that working remotely was not a benefit but rather the standard.

However, 2023 saw a shift in this approach. Once it became clear that some projects would be closed, job offers decreased, and the market was temporarily swarmed with candidates, employers also remembered that they had been paying for beautiful and... empty office spaces (see page 52 for more).

We have reached an impasse: on the one hand, employees want the freedom to explore the world while fulfilling their responsibilities. On the other hand, companies feel that they invested in the shared working space in which we once enjoyed coexisting, but now it is only getting dusty.

You can read more about what mobility in IT looks like in our report\*.



[\\*Download report](#)

# Availability of jobs for IT/ICT specialists

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What did 2023 look  
like regarding the number of job  
ads and applications?

# A year in a nutshell – key findings

There were, on average, **half as many** job advertisements per month in 2023 as there were in the record-breaking spring of 2022.

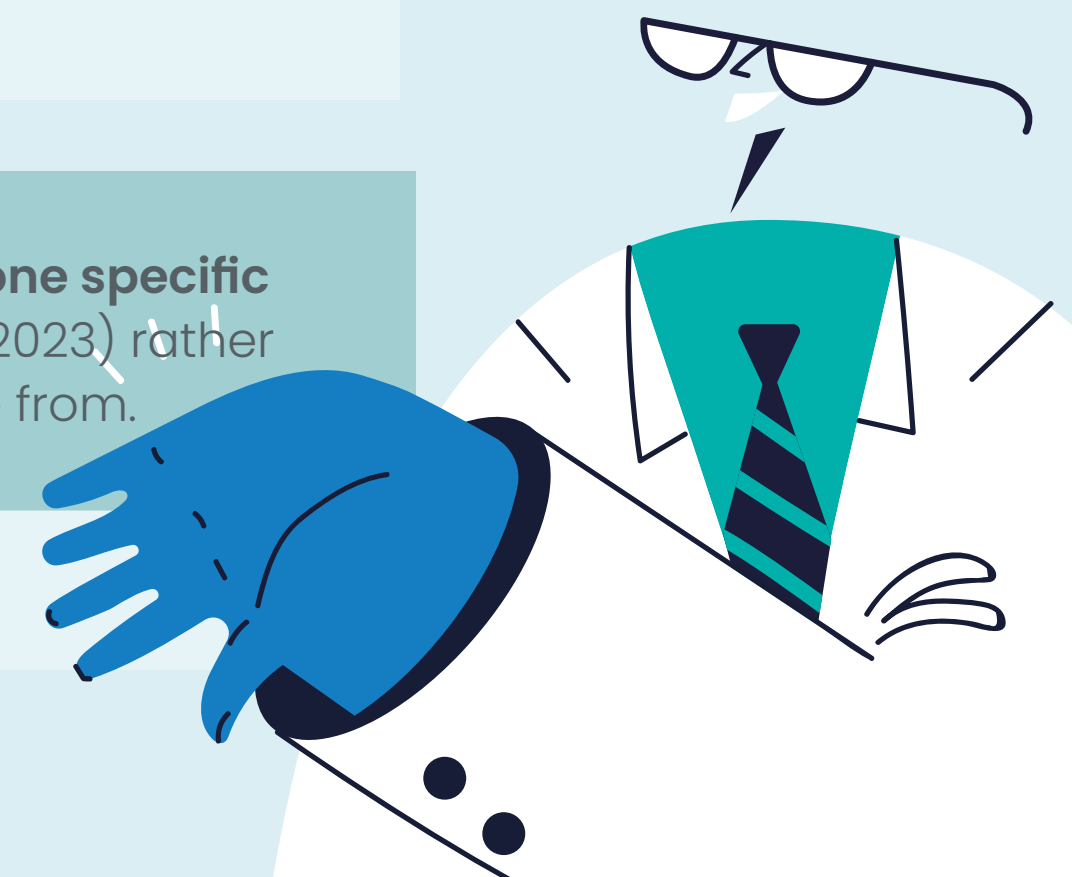
The number of job applications per vacancy **increased by 138%** on average compared to the previous year.

Earnings are still generally **going up**. In some specializations, salary ranges increased **year on year by at least 20%**.

There was a significant decrease in job ads for Frontend and Backend specialists. Data, Game Dev, Business Analysis, and AI job ad share increased the most.

The number of candidates for Frontend positions has **more than quadrupled** compared to the year before. Much more competition could also be observed in the battle for Mobile, Backend, and Fullstack positions.

In 2023, employers were more likely to indicate **one specific type of contract** in a job ad (6 pp more than in 2023) rather than giving any or several types to choose from.



# Statistical job ad: looking for a Mid on a B2B contract

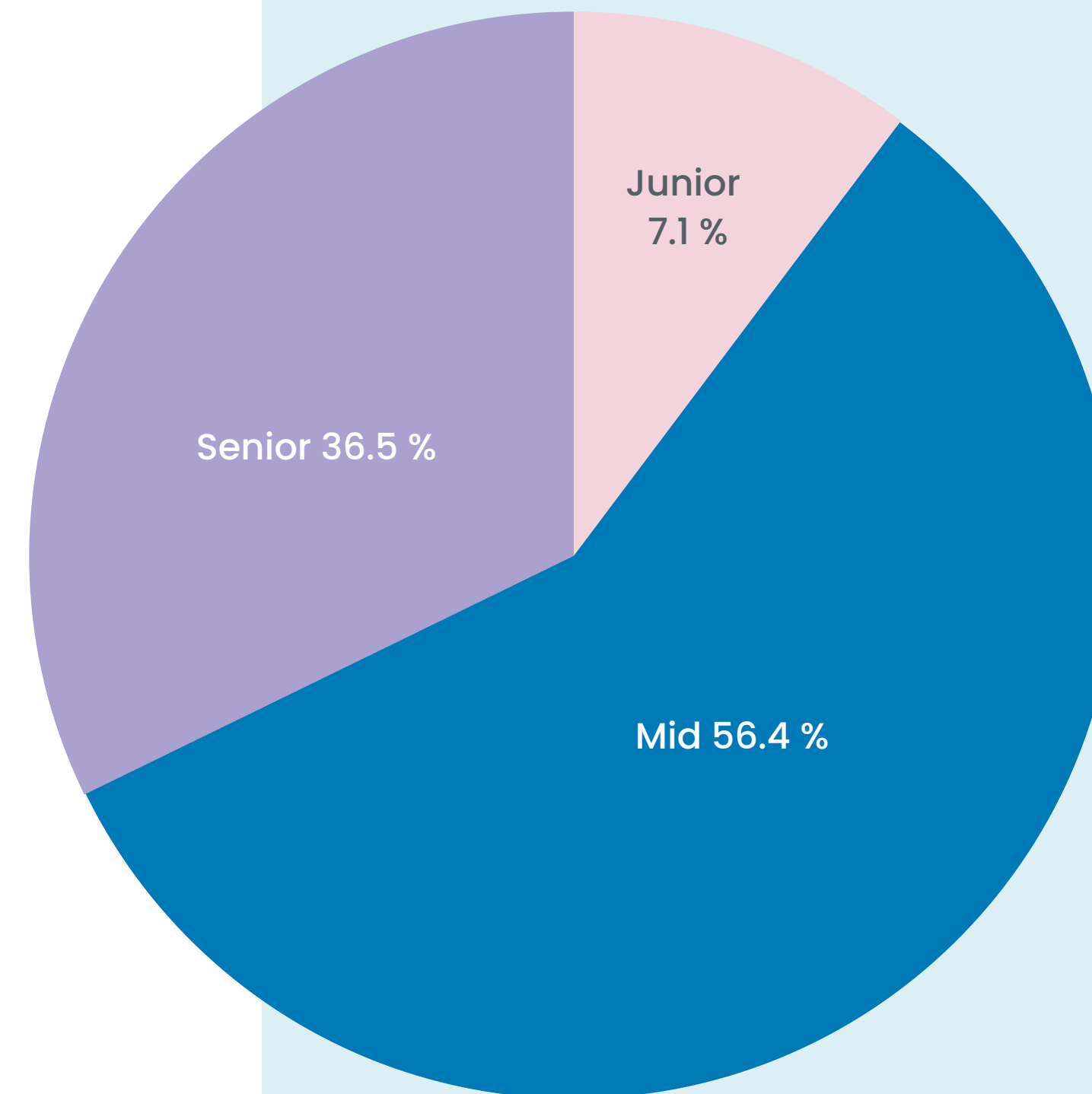


It's not surprising that the largest selection of IT job offers – more than half of them – is aimed at mid to senior-level candidates. This share has increased by **over 4 pp from the previous year**. Hence, there were slight changes in the number of junior and senior offers. The former accounted for 7.1% of all ads (-1.2 pp), while the latter for 36.5% (-2.9 pp).

**B2B contracts were the most frequently offered** type of contract in job ads for mid and senior-level positions, appearing in more than 74% of them\*. Junior-level positions are the only ones where different types are visible, such as the contract of mandate (more than 18% of job ads\*). Interestingly, in 2023, B2B contracts and employment contracts both appeared in 54% of the offers for beginners. This is the first time in history that **B2B contracts have equaled contracts of employment in ads aimed at juniors**.

Considering the popularity of B2B contracts, it is all the more interesting to observe the European Union's inclination to regulate work for digital platforms. The regulations intend to determine who qualifies as a "single-invoice business" operating in reality as a full-time employee. This matter is worth following closely.

*\*Employers may specify several types of proposed contracts in a single advertisement.*



Seniority levels required in the job ads

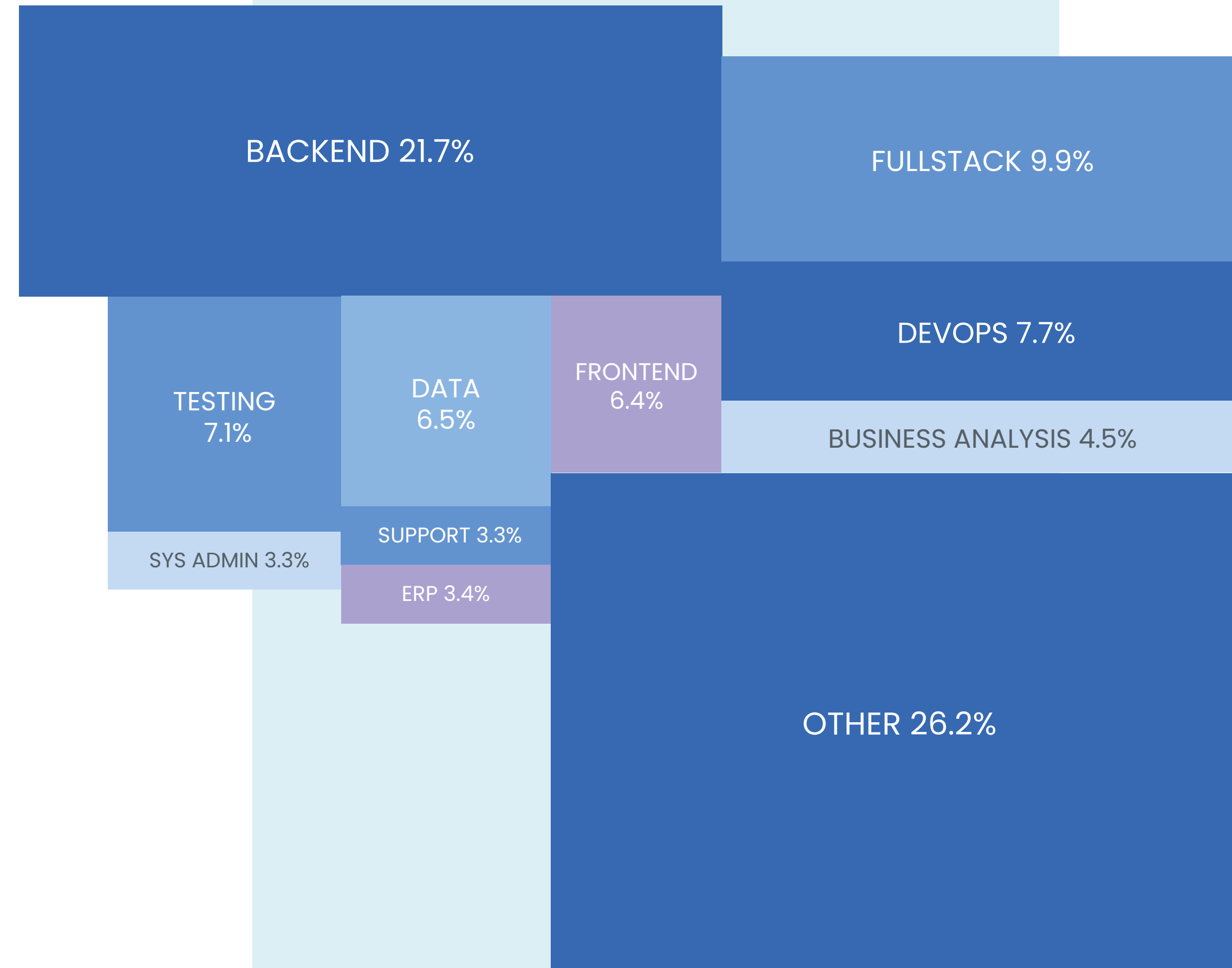
# The most popular job categories



Examining the most widely appearing job categories, one thing strikes the eye: **IT specializations beyond programming** are gaining more prominence. In 2022, Backend, Frontend, and Fullstack roles accounted for half of all IT job ads. A year later, their total share declined significantly by 12 pp, making up only 38%.

The Backend category experienced the biggest decline (7 pp), but **it still dominates:** 1 in 5 ads is published in this category. In contrast, Frontend experienced a significant drop from the 2nd to the 6th position on the list of most popular categories, with a 5 pp decrease compared to last year.

Were there any gains? Yes: **Data** (+3.3 pp), **Game Dev** (+2.1 pp), **Business Analysis** (+1.4 pp), and **AI** (+1.3 pp). Introducing new categories on No Fluff Jobs also did its part: ERP recorded a 3.4% share and Architecture a 2.3% share (more on page 20).



# Significantly more candidates than last year



In 2023, companies had a much **larger pool of candidates** to choose from. In fact, it was so big that, at times, it drove them crazy.

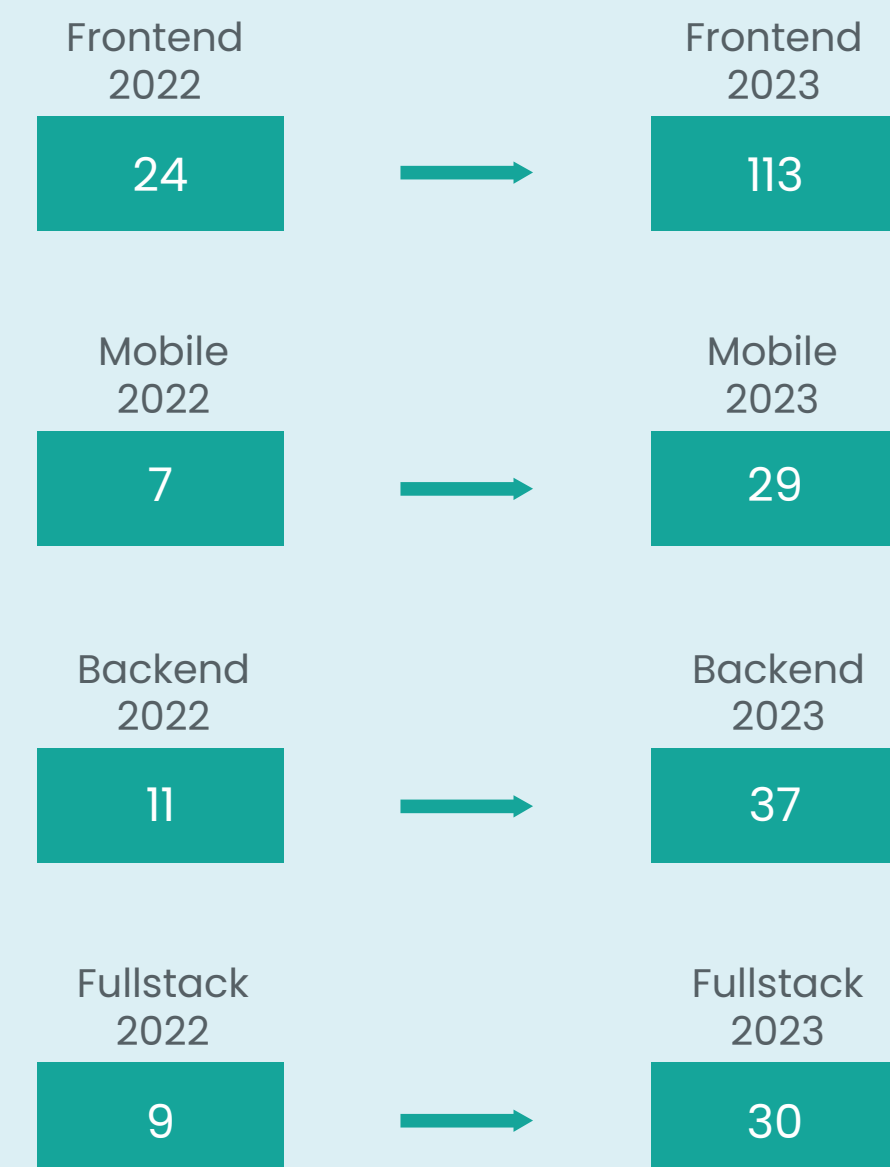
As the summer holidays began and the possibility of an economic downturn loomed over companies, job seekers started applying for available job offers more frequently. No Fluff Jobs portal saw a record number of CVs sent out every month.

Competition among candidates increased significantly. The high number of applications per position no longer concerns only junior roles, although it is still the highest here: the **average numbers** of applications can reach **298** (Frontend) or **238** (UX/UI/Design). In the case of mid-level positions, some categories reach more than 90 applications per offer (Project Management and both mentioned above).

**Even senior-level candidates had to deal with much bigger competition.** Frontend, Mobile, Backend, Fullstack, and Testing saw a several-fold increase in applications per offer in 2023.



Biggest differences (average number of applications)





**Bartłomiej Szafko**  
Digital Director Poland, ROCKWOOL GB

## What is the significance of the decrease in job ads that are strictly programming-related?



Now and further into 2024, we will continue to observe IT professionals becoming increasingly specialized, especially in software development. Companies no longer seek software developers or engineers with broad competencies, including business analysis, development, testing, implementation, and maintenance.

Nowadays, we can observe the development of narrow specializations responsible for specific stages of the software development process and specific business needs. This approach allows for a more effective use of increasingly customized tools, a deeper understanding of processes, and higher quality.

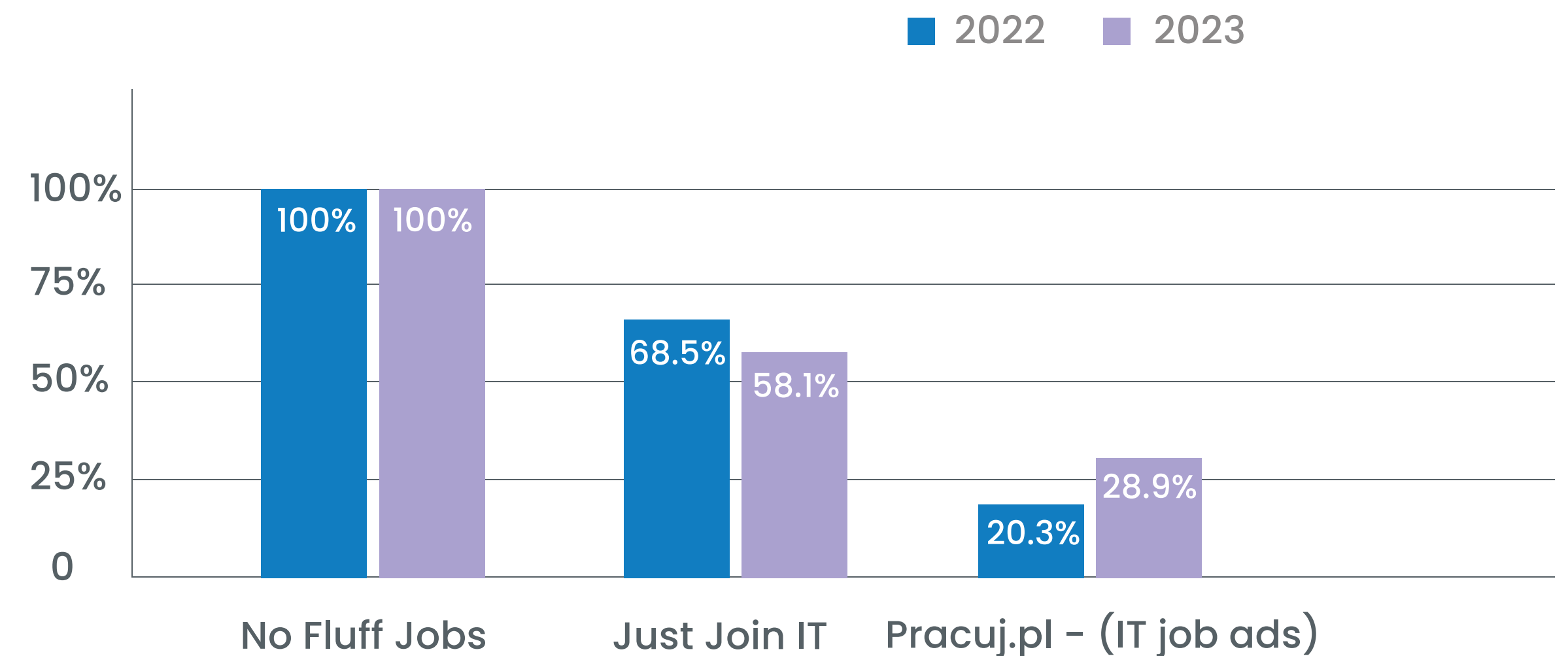
People operating in the spirit of DevOps and SysOps are still in demand. However, we are increasingly seeing examples of implementing the SRE (Site Reliability Engineering) model, which strongly emphasizes understanding the production environment, collaboration between individual members of cross-functional teams, and automation.

Narrow specializations in new areas related to data processing, machine learning, and artificial intelligence are also emerging. All of this reflects the growing interest from organizations looking to benefit from the latest scientific developments.



Don't apply in the dark! Go to [nofluffjobs.com](https://nofluffjobs.com). Here, you will always find job ads matching your financial expectations.

Percentage of job ads with salary ranges

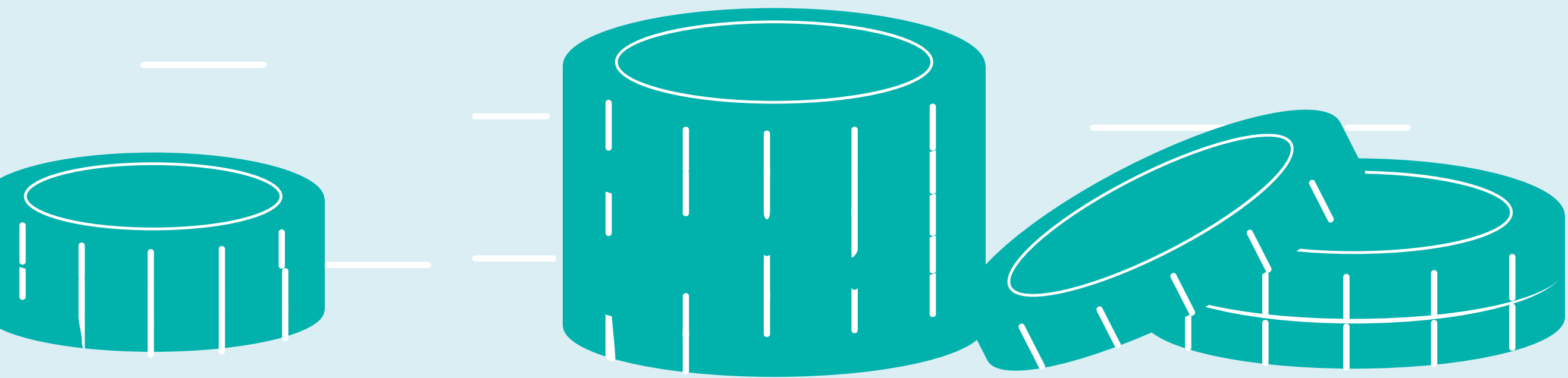


*\*Percentages indicate the share of job advertisements with salary ranges on 26 December 2022 and 26 December 2023 for each of the portals.*



[Browse job ads](#)

# Salaries in IT in 2023



Who could count on a pay increase, and where was the highest earning potential?

# Analysis methodology: how to read the data?



You are currently reading the **6th edition** of No Fluff Jobs' annual report on the IT job market. It is the most widely quoted and the most accurate publication on salaries in the technology sector in Poland. Mentions and media articles about last year's edition reached an audience of 4 million in Poland\*.

The report is based on data from nofluffjobs.com, the **largest IT job board in Poland** with salary ranges, and analyzes job ads published from January 1st to December 31st, 2023.

Thanks to the job board's design, which requires employers to publish **detailed job advertisements**, we have the opportunity to collect and compare data on various job aspects, such as salaries, technology requirements, location of employment, benefits, and others.

For a more enjoyable read, we encourage you to familiarize yourself with the explanation of the vocabulary that frequently appears in the report.

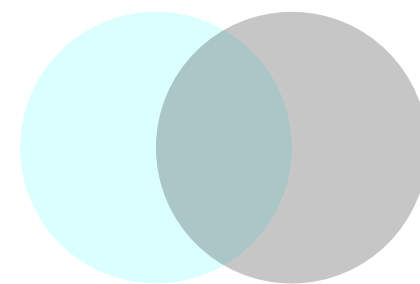
\*Press monitoring data



[Candidate Experience in IT in 2023 report](#)

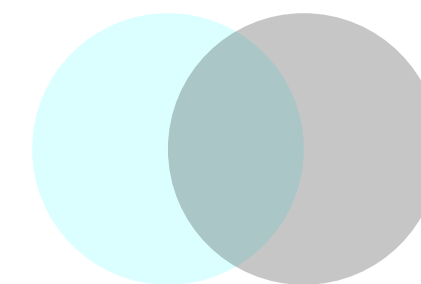
## What is the median of the salary ranges?

The median is the middle value of a given set. For example, if we have a set of numbers: 1, 1, 3, 5, 10, the median is 3. At nofluffjobs.com, we publish salary ranges that include the minimum and maximum earnings. We always report earnings as the median of the minimum and the median of the maximum ranges.



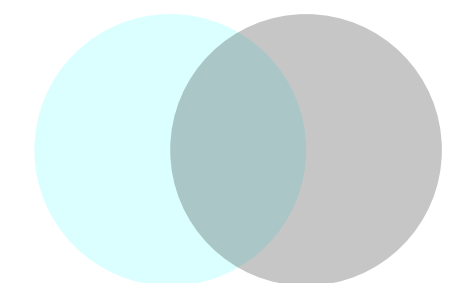
## Why do we show the medians and not the mean?

Medians provide a far more accurate representation of the salary distribution than the average. By displaying both the median of the lower and upper salary ranges, we can establish a realistic range that reflects the typical salary offered.



## Are the salary ranges in job ads close to actual salaries?

Although the salary ranges given by employers in ads are declarative, in most cases, they are close to the amounts employees actually receive. Last year, we conducted a survey that confirmed the same, with 71% of the respondents stating that they received salaries within the advertised range. Moreover, 11% of the respondents also mentioned receiving higher salaries than the advertised ranges. This means that a total of 82% of the candidates were offered salaries that were either within or above the advertised range. This also highlights the importance of negotiation while accepting a job offer.



## Which category tops earnings, and why wasn't it included in the previous reports?



You're probably excited to check out the salaries per category in 2023, but first, let us explain how we create the ranking. At the same time, this page is a bit of a spoiler because it will somewhat fulfill your need to know which category was the best paid in 2023.

We are talking about Architecture. You won't find a year-on-year comparison for this category because it wasn't present on nofluffjobs.com before 2023. We used to classify ads relating to this area differently back then. The same is true of the ERP category. Why did we make these changes? We wanted candidates to have a simple comparison with other job portals where such categories already exist, and the easiest possible access to the offers that interest them.

These were not the only changes in categories on No Fluff Jobs. For example, after the success of the "Respect yourself" campaign, which aimed to draw attention to salary transparency, several thousand job ads were created in areas beyond IT, such as Finance, Law, Robotics, and Logistics. As a result, we are now publishing ads in 37 job categories, making it easier for candidates to find relevant job offers more quickly.

With such changes often come cosmetic changes in naming. So, we have renamed 3 categories this year: Big Data is now Data, IT Administration is now System Administration, and Gaming became Game Dev. We hope this will improve the readability of the portal, as the new names more appropriately reflect the content of the respective subpages.



# Total salaries per category

Category	B2B				EC			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Architecture	26,900	32,000	NEW	NEW	20,000	27,000	NEW	NEW
Devops	21,800	28,600	+ 14.7 %	+ 6.4 %	16,200	23,000	+ 8.0 %	+ 9.5 %
Data	20,200	28,500	+ 3.1 %	+ 6.7 %	16,000	22,000	+ 6.7 %	+ 4.8 %
ERP	20,200	27,900	NEW	NEW	14,000	20,000	NEW	NEW
AI	18,000	26,000	+ 5.9 %	+ 0.5 %	15,000	22,000	+ 7.1 %	+ 10.0 %
Backend	19,000	26,000	+ 18.8 %	+ 8.3 %	14,600	20,900	+ 21.7 %	+ 10.0 %
Mobile	18,000	25,500	+ 7.1 %	+ 6.3 %	14,000	20,000	+ 7.7 %	+ 5.3 %
Security	19,500	25,200	+ 8.3 %	+ 0.8 %	15,000	20,000	+ 7.1 %	0.0 %
Fullstack	18,500	25,200	+ 15.6 %	+ 5.4 %	15,000	20,000	+ 25.0 %	+ 7.0 %
Embedded	17,000	25,200	+ 13.3 %	+ 14.5 %	14,000	20,000	+ 16.7 %	+ 11.1 %
Frontend	18,000	25,000	+ 20.0 %	+ 9.0 %	14,900	20,500	+ 24.2 %	+ 12.6 %
Agile/Scrum Master	19,000	24,400	+ 16.2 %	+ 8.0 %	14,000	19,000	+ 12.0 %	+ 5.6 %
Product Management	16,900	24,000	+ 7.6 %	+ 9.1 %	16,000	20,800	+ 14.3 %	+ 4.0 %
Business Intelligence	18,500	23,500	+ 10.1 %	+ 2.2 %	14,000	17,500	+ 7.7 %	- 2.8 %
Project Manager	17,100	23,000	+ 6.9 %	+ 5.3 %	15,000	19,400	+ 15.4 %	+ 4.9 %
Business Analyst	17,800	22,000	+ 18.7 %	+ 0.7 %	12,000	16,500	+ 20.0 %	+ 3.1 %
Testing	16,000	22,000	+ 19.0 %	+ 15.8 %	11,300	17,500	+ 13.0 %	+ 9.4 %
System Administrator	16,800	21,300	+ 24.4 %	+ 15.3 %	12,000	16,000	+ 20.0 %	+ 6.7 %
UX/UI/Design	14,900	20,000	+ 24.2 %	+ 17.6 %	8,300	12,600	- 17.0 %	- 16.0 %
Game Dev	12,000	20,000	- 17.2 %	- 4.8 %	12,000	18,000	- 7.7 %	- 10.0 %
Support	10,000	14,500	- 0.8 %	- 4.1 %	8,000	11,000	+ 14.3 %	+ 10.0 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

# The 30K threshold finally crossed: the biggest changes in salaries



Raises, raises, raises - raises (almost) everywhere, to paraphrase the English bard. Indeed, despite the seeming trend of salary stabilization in Q3 and Q4, **year-on-year, we saw further salary growth.**

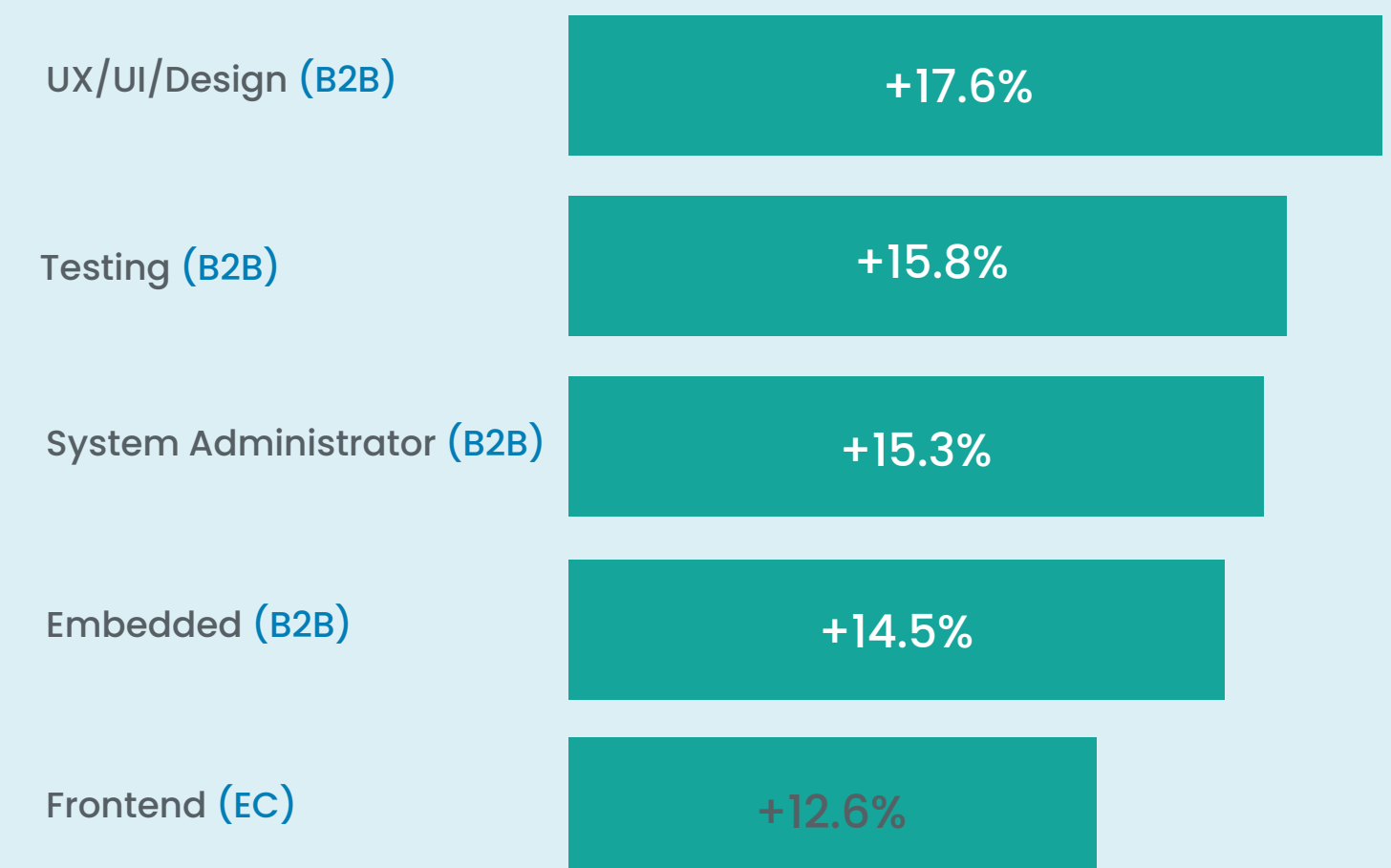
For the first time in the history of the No Fluff Jobs annual report, one of the categories surpassed the “magic threshold” of **PLN 30,000** net in the median of the upper salary ranges. And by no less than PLN 2,000. Go Architecture!

We can see a strong correlation between the increases in the lower salary range median and the decrease in job ad numbers in certain categories. It is particularly pronounced in the case of B2B contract offers. For **Backend, Fullstack, and Frontend positions**, the median of the lower salary ranges increased by at least 20%. As for employment contracts, it is again Frontend, but System Administration and UX/UI/Design also show a similar pattern.

The increases in the upper range are not as remarkable as before. However, we still observe significant spikes of **several percent** (as shown in the chart on the right). These were caused either by a reduced number of available ads (UX/UI/Design and Testing) or by more challenging access to candidates (System Administration and Embedded).

Highest median in upper earnings 2022		Highest median in upper earnings 2023
26,880 (DevOps)	(B2B PLN net)	32,000 (Architecture)
21,000 (DevOps & Data)	(EC: PLN gross)	27,000 (Architecture)

## Biggest differences in the offered upper earnings median



# Which technologies increase candidates' chances?

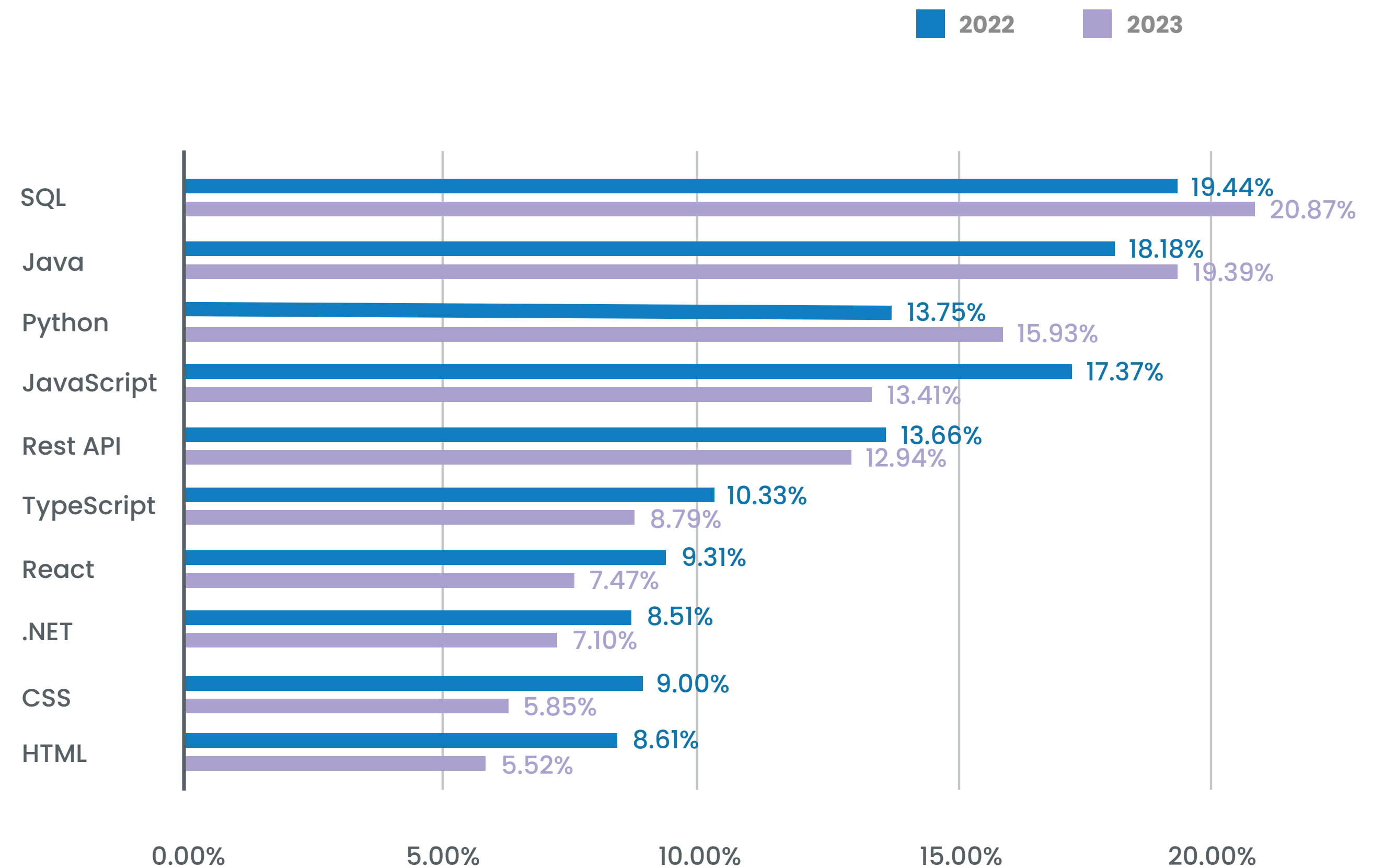


**SQL, Java, and Python** are the most frequent requirements in job ads. SQL and Java are listed as must-haves in around **20%** of job ads, while Python is in nearly 16%. However, Python is the technology that has shown the fastest growth year on year.

**JavaScript dropped** to the fourth position in the list with a significant decline of nearly 4 percentage points. Similarly, CSS and HTML have also experienced a drop of over 3 pp. The frequency of the remaining top 10 technologies did not change much.

Which of the most commonly requested technologies will make the most money? The complete analysis is available on the next page. Still, as you already know, we don't hesitate to give spoilers, so let us briefly mention that Java and Python are leading the race, while **those who primarily work with TypeScript** are catching up quickly.

The share of ads with specific technologies listed as must-haves in all job ads



*\*Most ads (especially for higher-levels roles) require knowledge of 2 or even 3 technologies.*

# Which of the most frequent must-have technologies pays the best?

Technology	B2B				EC			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Python	20,000	28,000	+19.0%	+16.7%	15,500	22,000	+19.2%	+12.8%
Java	20,200	27,000	+20.2%	+10.2%	15,000	22,000	+15.4%	+15.8%
TypeScript	19,500	26,400	+21.9%	+12.3%	15,000	21,000	+25.0%	+12.3%
React	19,000	25,200	+18.8%	+7.2%	15,400	21,000	+12.4%	+5.0%
Rest API	18,500	25,200	+15.6%	+14.6%	14,000	20,000	+16.7%	+11.1%
.NET	18,000	25,200	+16.1%	+12.5%	13,000	20,000	+18.2%	+17.6%
SQL	18,500	25,000	+22.5%	+14.7%	13,000	19,000	+18.2%	+11.8%
JavaScript	18,000	25,000	+20.0%	+13.6%	14,000	20,000	+16.7%	+11.1%
CSS	17,000	23,500	+13.3%	+7.8%	13,000	19,700	+18.2%	+15.9%
HTML	16,000	22,000	+11.9%	+4.8%	12,000	18,000	+20.0%	+12.5%

*\*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*



## Which IT technologies are worth knowing, and which are worth learning?



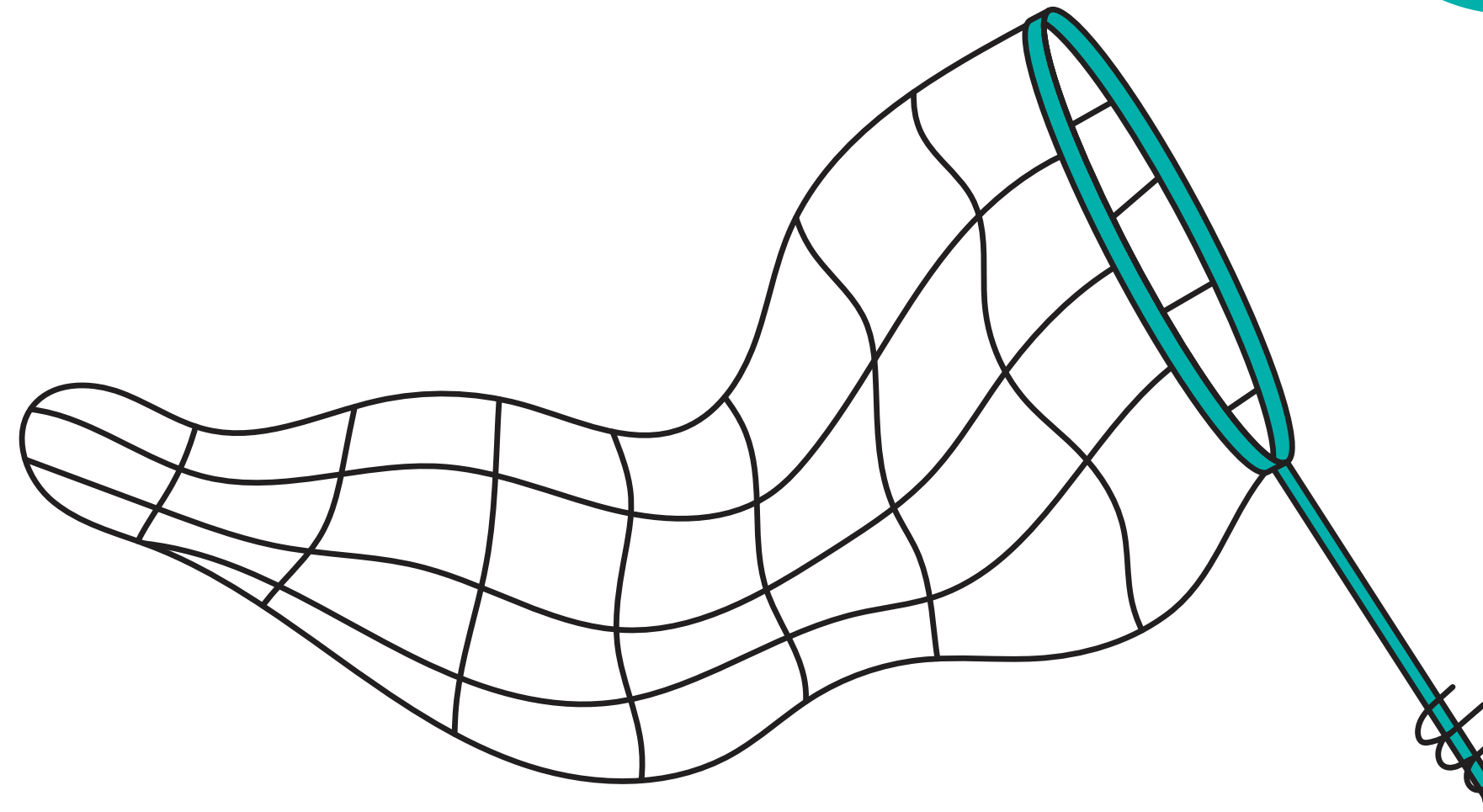
While SQL is a core technology required of candidates already in junior positions, the use of programming languages such as Java or Python is still closely linked to the product's purpose and additional requirements in architecture, security, performance, or product quality.

If I wanted to pursue a career in IT, my focus wouldn't be on the programming languages I need to learn, but rather on the specific business field I wish to work in. For instance, Java is prevalent in finance and banking in our local market, while C++ is widely used in game development. When we create new products, we carefully consider the advantages and disadvantages of the chosen technology and the business value it can have.

When considering a career in IT, it's crucial to keep in mind that the technology we choose depends on the field we want to work in, the solutions we'll be creating, the infrastructure and platforms we'll be utilizing, and the other applications the product will be integrated with. Furthermore, current trends are worth taking into account, such as the development of web technologies (such as TypeScript, Angular, React), cloud technologies (such as AWS, Azure, GPC), or DevOps (such as Docker, Kubernetes).

The pace of change in the market requires candidates to be adaptable and learn new skills quickly. It is good to remember that mastering one programming language provides the foundation for learning another one in the future.

**Patryk Koterwas**  
Engineering Department Director, ERGO Technology & Services



# Salaries in the top IT categories



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What skills are worth having, and **how much** can you earn in the most in-demand IT specializations?

# .Backend

## Job ads and competition

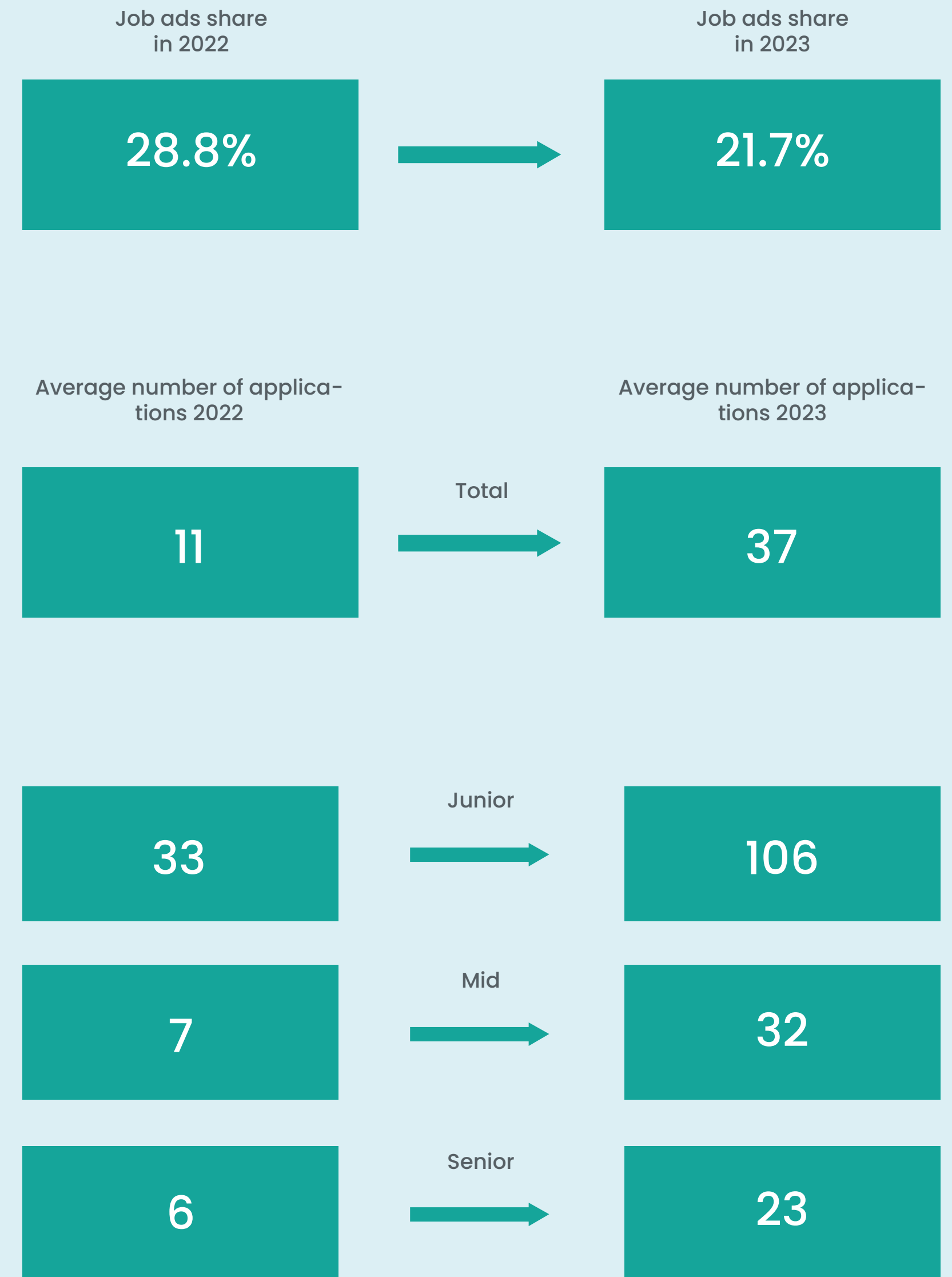


In 2023, the Backend category saw a decrease in the number of published ads by two-thirds compared to the previous year, resulting in a 7.1% loss of its share in all ads. Despite this, **Backend remains the undisputed number 1** among all categories.

At the same time, there were **three times as many applications per offer** on average for a single Backend position compared to 2022.

**Java** is the critical requirement necessary to work in Backend. Over the course of the year, its percentage share in must-haves increased by several points to **44.5%**.

Other important requirements frequently seen in backend positions include **Git** (27.9%), **SQL** (26.2%), and **Rest** (21.5%). **Docker's** popularity is increasing every year, and now 17% of job advertisements in Backend list it as a mandatory requirement.



# .Backend

## Offered salaries



Despite increased competition throughout the year, **salary ranges offered in Backend were higher** than the previous year. Those seeking senior positions were offered salaries ranging from **PLN 17,000–23,300 gross** for employment contracts or **PLN 21,800–28,600 net (+VAT) for B2B** jobs. The median of the lower salary range increased by around a dozen percent, while the median of the upper range increased by close to or exactly 10 percent.

Those looking for junior positions on a B2B contract could also count on over 10 percent more. Interestingly, the median upper range for mid-level positions did not change much or did not change at all (depending on the type of contract). In the case of lower salary ranges, regardless of the contract type, increases did not exceed double digits.

Backend	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	6,000	9,500	+ 3.4 %	+ 11.8 %	7,500	11,800	+ 11.9 %	+ 18.0 %
Mid	12,000	18,000	+ 9.1 %	0.0 %	16,000	22,700	+ 6.7 %	+ 3.2 %
Senior	17,000	23,300	+ 13.3 %	+ 8.4 %	21,800	28,600	+ 17.8 %	+ 10.0 %

*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*

# .Fullstack

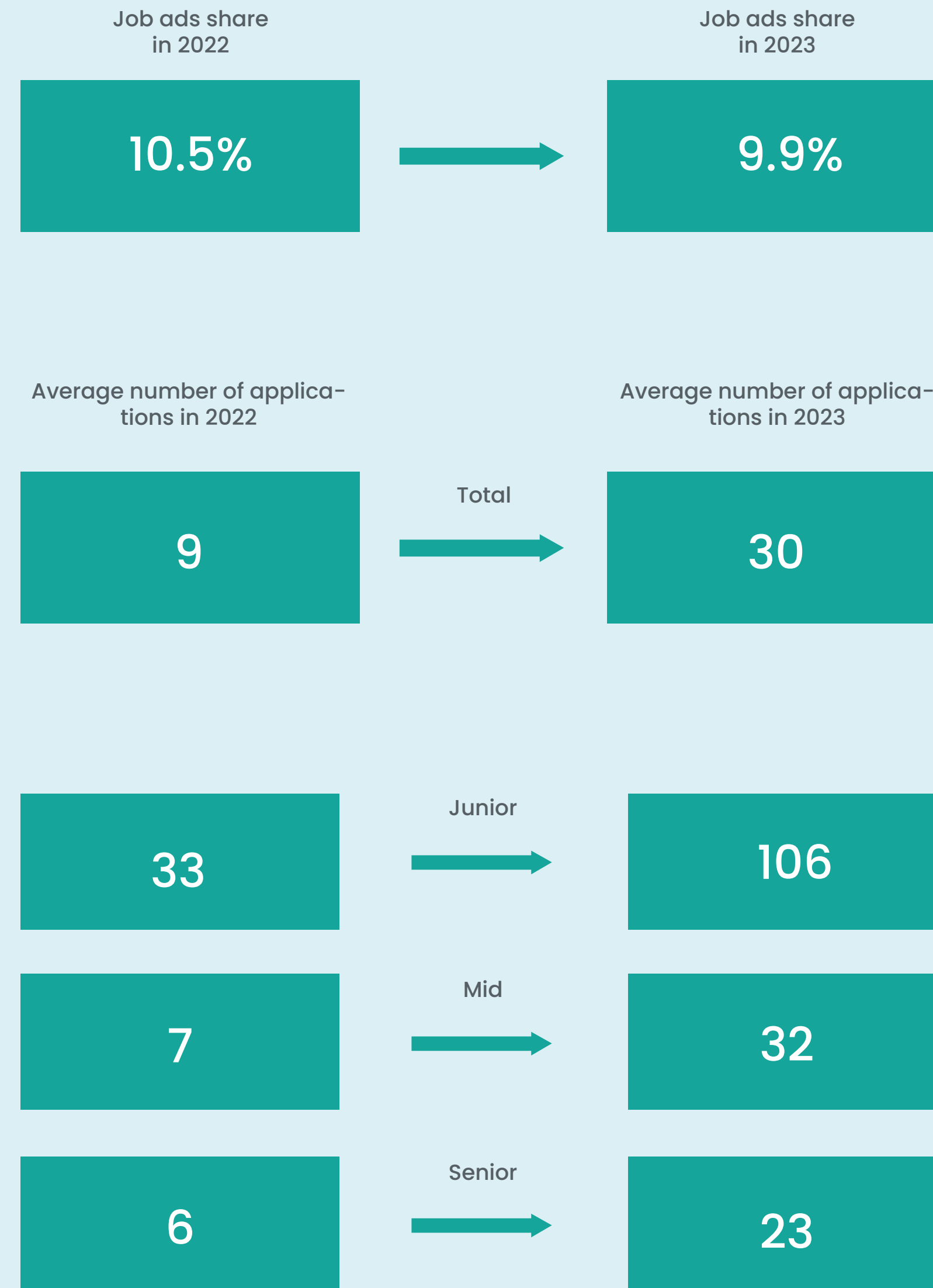
## Job ads and competition



Fullstack emerged from 2023 relatively unscathed compared to Backend, **losing only a tiny share** (0.6 p.p.) and proving to be the most stable among the main programming categories.

Like many other categories, Fullstack has also experienced a surge in applications. The average number of applicants increased **from 9 to 30** compared to 2022. Junior and mid-level positions saw several times bigger competition among candidates. For senior-level positions, the situation was only slightly better.

For years, **JavaScript** (44.6%) has occupied first place among the must-have requirements in Fullstack job ads. Last year, however, **React** (up 5.1 pp to 33.8%) and **Java** (up 9.1 pp to 31.6%) gained a lot.



# .Fullstack

## Offered salaries



In Fullstack and Backend, mid-level specialists (mid/regular) experienced the smallest salary changes. Salaries on employment contracts **remained unchanged** from 2022, while B2B contract rates saw minor fluctuations of „only“ a few percent, while junior and senior positions sometimes saw increases of 16%–17%.

Beginners in Fullstack positions could count on **PLN 6,000–10,000 gross** last year on employment contracts, or **PLN 7,000–10,900 net (+VAT)** on B2B contracts. Mid-level specialists were paid a gross salary of **PLN 12,000–18,000** or **PLN 16,000–22,900 net**, respectively. The most experienced Fullstack developers could expect to earn a salary of **PLN 24,000 on employment contracts** or **PLN 28,000 on B2B** (median upper salaries).

Fullstack	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	6,000	10,000	+ 7.1 %	+ 11.1 %	7,000	10,900	+ 16.7 %	+ 9.0 %
Mid	12,000	18,000	0.0 %	0.0 %	16,000	22,900	+ 6.7 %	+ 4.1 %
Senior	17,000	24,000	+ 11.8 %	+ 9.1 %	21,800	28,000	+ 17.8 %	+ 8.1 %

*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*

# Salary data from “just one” job board is not enough for you? We have a solution!



Insights360 is a proprietary tool from No Fluff Jobs that collects data from hundreds of thousands of IT ads on the Polish job market (yes, from the other portal, too :P). This tool enables you to gain a broader understanding of the job market, identify whether it's worth pursuing candidates in certain specializations, and determine the competition you may face.

In the tool, you can generate a personalized report that includes only the specializations in which you frequently hire or plan to recruit in the future based on data that you didn't have on hand before.

Check out a demo of the tool on [this page](#).



Check out Insights360

# .DevOps

## / Job ads and competition



The field of DevOps has been **growing in popularity** over the years. Consequently, the salaries offered for positions in this area are generally high, as they require specialists with significant experience. Compared to other job categories, DevOps positions offer higher salary ranges.

The fact that DevOps specialists are in high demand is reflected not only in the growing share of job offers in this category or the attractive salaries but also in **smaller competition** among candidates compared to other fields. A single job ad receives **18** applications on average, which is far fewer than in other top categories.

What skills do you need to make a career in DevOps? There is no one-size-fits-all answer, as the requirements are rather high. However, some of the essential skills that the majority of employers look for include **Kubernetes** (mentioned in nearly half of all job postings), **AWS** (43.6%), **Docker** (40.7%), **Linux** (39.9%), and **Terraform** (39.6%). Additionally, more than one-third of ads require **Python and CI/CD** expertise.





# .DevOps

## Offered salaries

We mentioned that the Architecture category crossed the magic threshold of PLN 30,000. DevOps also has something to brag about: in 2023, **the median of the upper salary ranges in ads for seniors exceeded PLN 30K net on B2B contracts.**



That's an increase of nearly 6% from 2022. The median of the lower salary ranges on B2B increased even more, by 11%. The growth was a little smaller in salaries offered to experienced professionals on employment contracts (a few percent up) with salary ranges between **PLN 18,000 and 25,000 gross.**

There was **no change in salaries offered on mid-level positions on employment contracts**, as in the case of Fullstack. Salaries fell into the **PLN 14,000–20,000 gross range.** B2B contractors were much more satisfied: employers offered **PLN 20,000–25,800 net (+VAT)**, which was a median increase of 11.7% and 3.2%, respectively, compared to the previous year.

DevOps	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	14,000	20,000	0.0 %	0.0 %	20,000	25,800	+ 11.7 %	+ 3.2 %
Senior	18,000	25,000	+ 5.9 %	+ 4.2 %	24,200	30,700	+ 11.0 %	+ 5.9 %

*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*

# .Testing/QA

## / Job ads and competition



Testers had less to complain about than programmers last year, as the Testing area maintained a strong 4th place despite a slight decrease in its share of total job ads.

There was a lot of competition among candidates here as well - the average number of applications per 1 offer was **60**. At each experience level, there were **2x, 3x, or 4x** as many candidates as the year before.

No single dominant technology can be found among the mandatory requirements in Testing. **Selenium, Java, and SQL** are the most frequent. Each is present in about 1/4 of the ads.

Interestingly, „qa“ (quality assurance), which is a process, not a technology, is appearing more and more often in requirements. 3.6% of ads listed it in 2022, but this share grew to more than 16% in one year.



# .Testing/QA

## Offered salaries

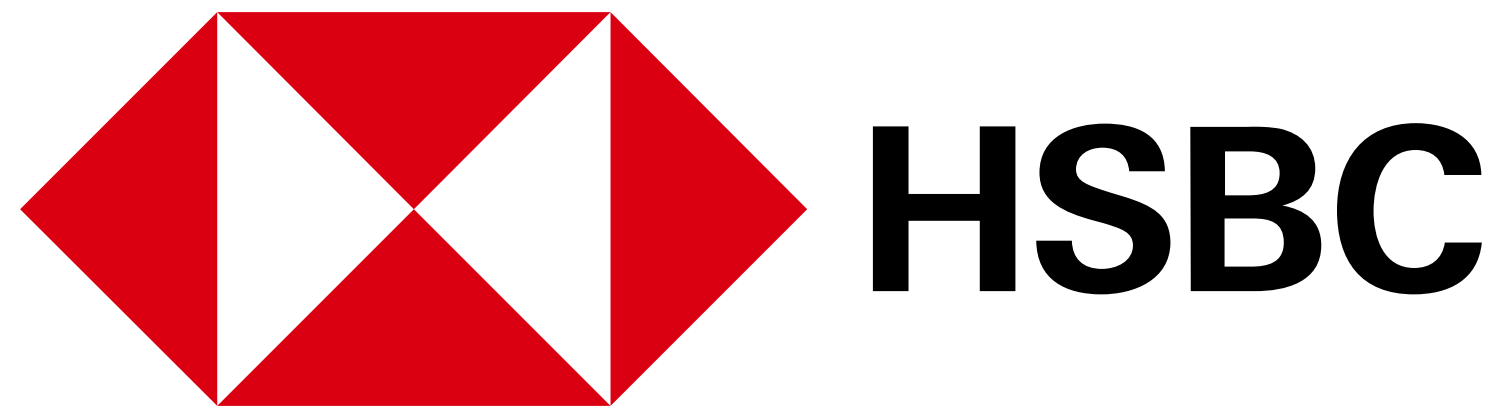


A substantial interest in testing positions, with slightly fewer job offers available, was accompanied by rising salaries. Particularly for senior positions, there was a significant increase in the median of the lower salary ranges: just **over 20%** on employment contracts, and nearly **19%** on B2B contracts compared to 2022. The median of the upper salary ranges also increased significantly by several percent.

Mid-level positions observed smaller salary increases, but the junior-level job postings were particularly noteworthy. Among the major IT categories, **Testing/QA was the only one** where the salary ranges in job ads decreased compared to 2022. For B2B contracts, there was a decrease of more than 7% in the median of the lower salary ranges and no change in the median of the upper ones. Junior-level job seekers were offered a salary range of **PLN 6,000–10,000 net** (+VAT). Regarding employment contracts, the lower salary ranges remained the same, while the upper ranges fell by more than 11%.

Testing/QA	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	5,000	7,100	0.0 %	- 11.3 %	6,000	10,000	- 7.7 %	0.0 %
Mid	10,000	16,000	0.0 %	+ 6.7 %	14,000	20,000	+ 11.1 %	+ 8.1 %
Senior	14,900	20,000	+ 20.2 %	+ 11.1 %	19,000	25,000	+ 18.8 %	+ 13.6 %

*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*



**Mateusz Perdek**

Head of Technology Centre Poland HSBC Service Delivery  
(Poland) Sp. z o.o

## What are your recruitment plans in Central and Eastern Europe for 2024?

HSBC's Technology Center in Poland owes its growth to its highly qualified and educated staff.



Poland is renowned for its highly skilled IT specialists with extensive experience in various technologies and programming languages. At HSBC, we knew this was true when we opened our center in Kraków in 2011. The country produces a large number of technical graduates with a high level of education, which ensures a steady stream of qualified candidates. This key factor enables companies to grow continuously and attracts new IT organizations to Poland.

The legendary economic profitability resulting from opening technology centers in Krakow, Warsaw, or Wroclaw is no longer the main reason for moving services to Poland. Of course, Poland's costs of living and employment are still lower than in Western European countries or the United States. Nevertheless, we have seen a significant increase in costs over the past two years. As a result, the difference between Poland and other European locations is beginning to blur.

I assume that this trend will continue to hold in 2024 and beyond, although probably at a slightly slower pace due to the economic turmoil and the transformation of the IT industry. Therefore, at HSBC, we are already emphasizing efficiency and the high quality of our services to achieve the highest possible returns on investment.

# .Data

## / Job ads and competition

Data, following DevOps, is another category in which we have a steady increase in the supply of ads, high salaries, and less competition.



The share of Data job ads on No Fluff Jobs **doubled**, as did the number of applications (junior positions even saw a threefold increase). Still, the average of **30 people** fighting for a single position doesn't seem as scary as the competition for programming positions.

Data professionals must be proficient in **SQL** (67.4%) and **Python** (51.2%). Spark and ETL also appear frequently as must-haves, both being included in about 1/4 of ads. Over the year, **Azure's** presence on the list of expectations slightly increased, while Scala, AWS, and Java declined.



# .Data

## Offered salaries



This category is an interesting research case: the number of ads increased, the number of candidates was lower than in other specializations, and there were usually a lot of requirements. These factors typically tend to make salaries grow faster than in other categories. And yet, in 2023, the median lower range for B2B contracts increased by several percent (as much as 19%) only for **mid-level positions**. In other seniority levels, there were only slight increases of a few percent, and for B2B senior-level positions the increase was virtually unnoticeable.

After all, lower increases than in other cases do not mean that Data has nothing to boast about. As evident from the category summary list, earnings are high - mids were offered **PLN 14,000–20,300 gross** on employment contracts and **PLN 20,000–25,200 net** (+VAT) on B2B contracts. Seniors could expect offers of **PLN 18,000–25,000 gross** on employment contracts. On B2B contracts, the median upper range exceeded **PLN 30,000 net**.

Data	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	7,000	10,000	0.0 %	0.0 %	8,700	12,000	- 3.3 %	- 10.4 %
Mid	14,000	20,300	+ 5.3 %	+ 1.5 %	20,000	25,200	+ 19.0 %	+ 5.0 %
Senior	18,000	25,000	+ 9.1 %	+ 6.4 %	22,000	30,200	+ 0.9 %	+ 0.7 %

*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*

# .Frontend

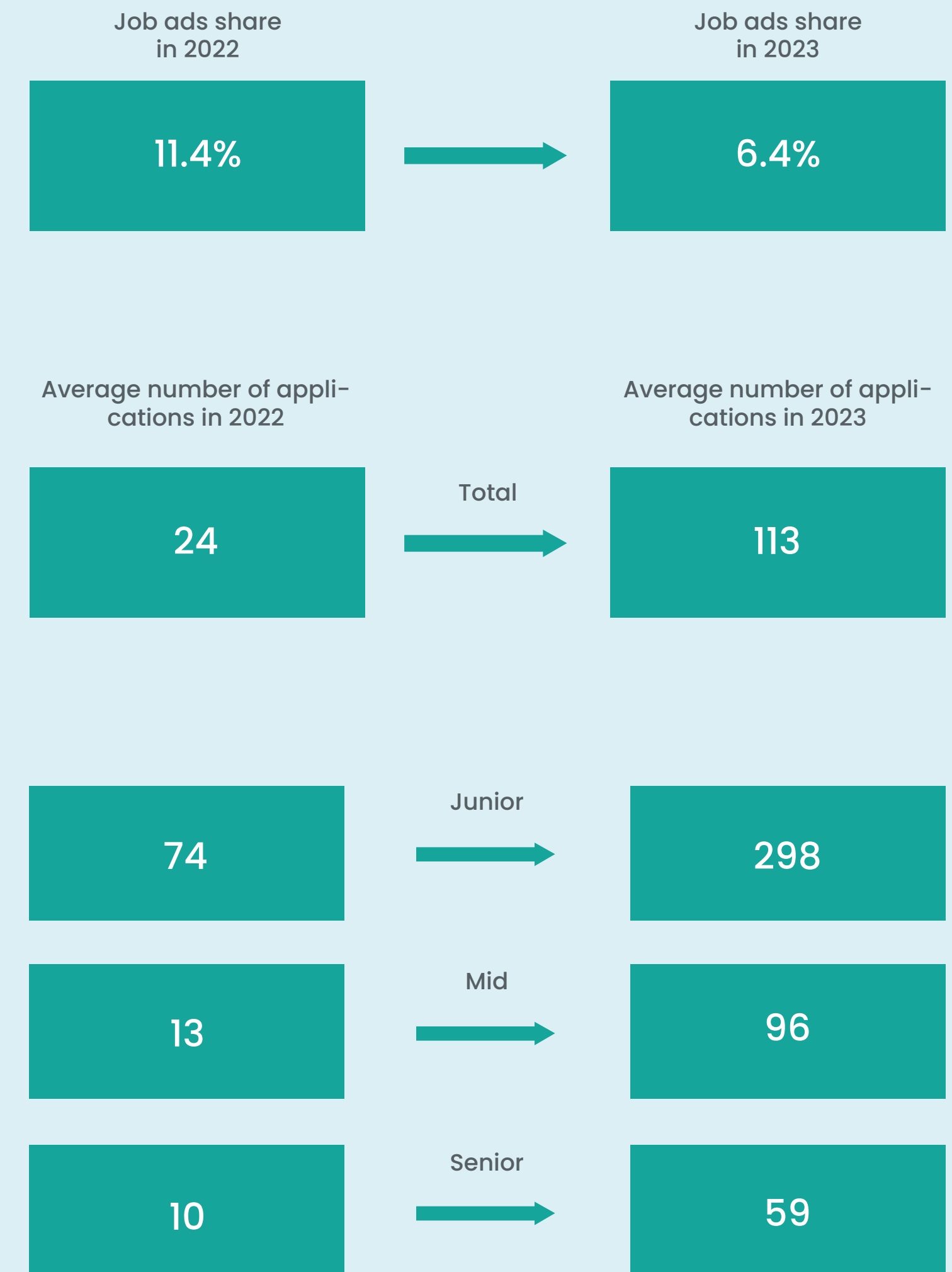
## / Job ads and competition



Frontend probably had the most challenging year of all categories. Its share in total jobs ads significantly declined, falling from 2nd to 6th place on the list of the top ad categories.

This clearly translated into application numbers, as the sizable pool of candidates had to fight for a depleted set of available positions. The average number of resumes sent was **shocking** – every junior job ad was flooded with applications. Recruiters also had **a whole stack of applications** to review when looking for mids and seniors (more than 7x and almost 6x as many as the year before, respectively).

Frontend is also a peculiar category in terms of employer requirements. Working in **JavaScript** is essential, as it is a must-have in 69% of job postings. However, other technologies such as **React, CSS, TypeScript, and HTML** are also expected in about half of the ads.



# .Frontend

## Offered salaries



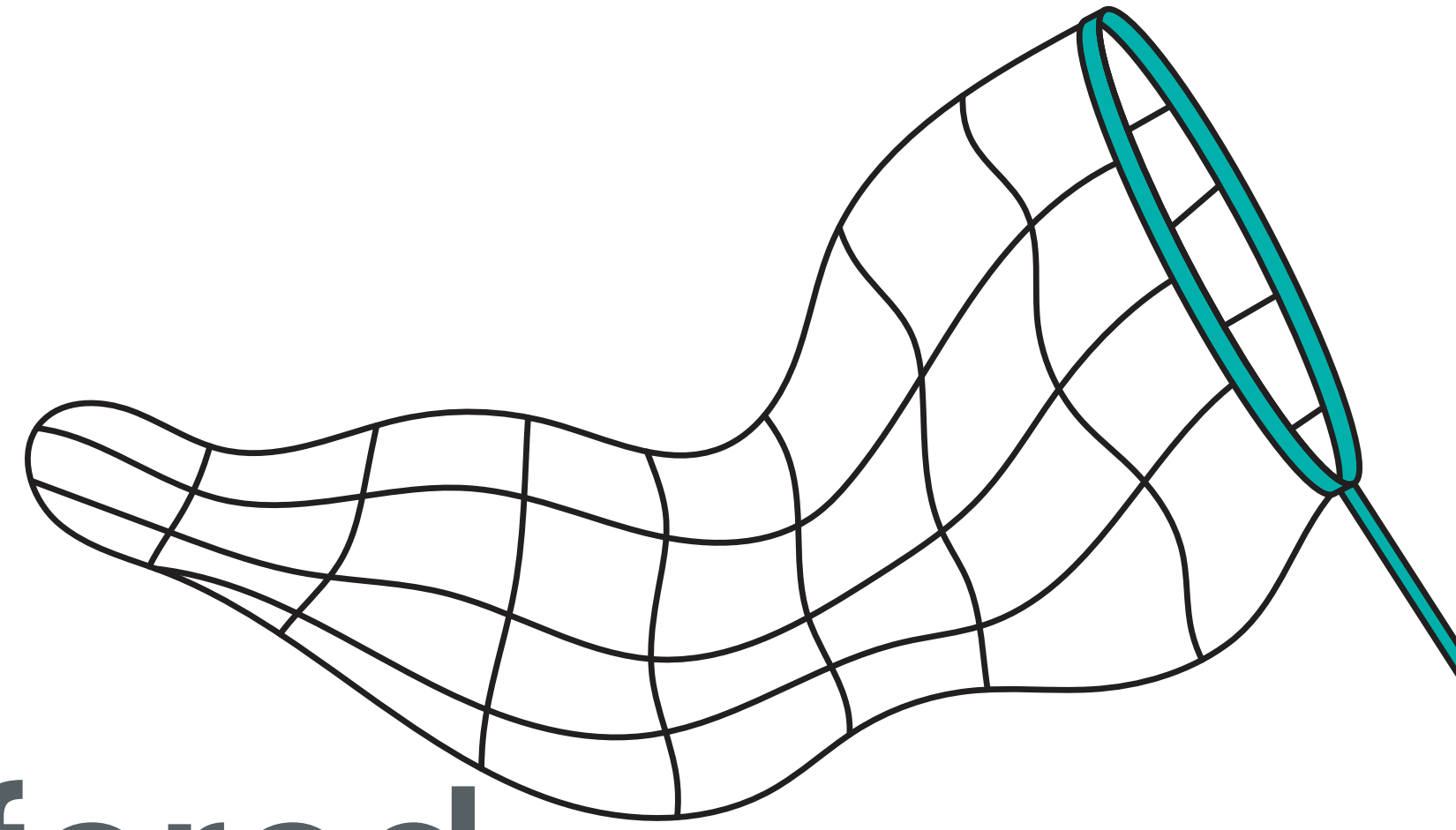
Frontend is the only category in which the median lower and upper salary ranges for senior employees working on employment contracts exceeded **20%** year-on-year growth and stood at **PLN 17,000–24,000**, while senior employees on B2B contracts were offered a net salary of PLN 21,000–28,000 (both medians increased by more than 10%).

Mid-level specialists working on employment contracts could expect **PLN 12,500–18,000 gross** and **15,000–22,000 net (+VAT)** on B2B. Meanwhile, newcomers seeking a B2B job in Frontend were happy to note that the median upper range increased by **18%**. The junior range for this type of contract was **PLN 6,700–11,800 net**.

Frontend	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	6,000	9,000	0.0 %	0.0 %	6,700	11,800	+ 3.1 %	+ 18.0 %
Mid	12,500	18,000	+ 13.6 %	+ 3.4 %	15,000	22,000	+ 7.1 %	+ 4.8 %
Senior	17,000	24,000	+ 21.4 %	+ 20.0 %	21,000	28,000	+ 16.7 %	+ 11.1 %

*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*





# Salaries offered in **other IT** categories



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How much can you earn in other specializations?

## Business Analysis & ERP

### Offered salaries

Business Analysis	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	11,000	16,500	+ 10.0 %	+ 10.0 %	16,800	21,800	+ 12.0 %	+ 3.8 %
Senior	14,400	18,900	+ 17.1 %	+ 5.0 %	20,000	25,200	+ 19.0 %	+ 3.8 %

ERP	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		New category, not available before 2023		Insufficient data		New category, not available before 2023	
Mid	12,000	17,000			16,000	22,300		
Senior	18,500	26,000			22,000	30,000		

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

## Support & System Administration

### Offered salaries

Support	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	6,000	8,000	+ 20.0 %	+ 14.3 %	7,000	9,400	+ 16.7 %	+ 4.4 %
Mid	8,500	12,000	+ 6.3 %	0.0 %	10,800	15,000	- 8.5 %	- 6.3 %
Senior	13,000	20,000	+ 23.8 %	+ 17.6 %	Insufficient data		Insufficient data	

System Administration	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	12,000	15,100	+ 20.0 %	+ 0.7 %	16,800	20,200	+ 20.0 %	+ 6.9 %
Senior	15,000	20,000	+ 25.0 %	+ 17.6 %	20,200	25,100	+ 34.7 %	+ 24.3 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

## Project Management & Embedded

### Offered salaries

Project Management	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	12,600	18,000	+ 5.9 %	+ 5.9 %	15,000	20,000	+ 7.1 %	0.0 %
Senior	17,000	22,000	+ 13.3 %	+ 10.0 %	20,000	25,000	+ 17.6 %	+ 6.4 %

Embedded	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	12,000	18,000	+ 9.1 %	0.0 %	15,000	23,400	+ 7.1 %	+ 11.4 %
Senior	16,000	24,000	+ 14.3 %	+ 20.0 %	20,000	30,000	+ 20.5 %	+ 25.0 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

## .AI & Game Dev

### Offered salaries

AI	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	14,000	22,000	+ 16.7 %	+ 20.9 %	16,000	24,000	+ 6.0 %	0.0 %
Senior	16,000	23,000	+ 6.7 %	+ 4.5 %	20,000	28,500	0.0 %	- 0.3 %

Game Dev	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	10,000	18,000	Insufficient data for comparison before 2023		12,000	20,000	0.0 %	+ 11.1 %
Senior	12,000	18,500			16,000	23,500	- 5.9 %	- 8.6 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

## Mobile & Security

### Offered salaries

Mobile	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	12,000	18,800	0.0 %	+ 4.4 %	16,000	22,100	0.0 %	- 2.6 %
Senior	16,000	22,500	+ 6.7 %	+ 2.3 %	21,400	29,200	+ 13.2 %	+ 14.5 %

Security	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	13,300	19,000	+ 9.0 %	+ 5.6 %	17,000	25,000	- 5.6 %	+ 4.2 %
Senior	18,000	24,000	+ 20.0 %	+ 9.1 %	21,000	29,800	+ 5.0 %	+ 10.4 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

## Architecture & Business Intelligence

### Offered salaries

Architecture	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		New category, not available before 2023		Insufficient data		New category, not available before 2023	
Mid	17,000	23,000			25,000	30,000		
Senior	22,000	28,000			26,900	33,600		

Business Intelligence	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	12,000	16,000	- 7.7 %	- 11.1 %	16,000	21,800	- 4.8 %	- 5.2 %
Senior	14,000	20,000	- 6.7 %	- 2.0 %	20,000	25,200	+ 11.1 %	+ 0.8 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

## Product Management & UX/UI/Design

### Offered salaries

Product Management	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	13,000	18,000	+ 0.8 %	- 5.3 %	15,000	20,200	+ 7.1 %	+ 1.0 %
Senior	18,000	23,000	+ 12.5 %	0.0 %	18,900	26,400	+ 5.0 %	+ 5.6 %

UX/UI/Design	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	8,000	12,000	- 11.1 %	- 18.9 %	10,900	16,000	+ 9.0 %	0.0 %
Senior	12,000	16,600	- 4.0 %	- 7.8 %	16,800	22,000	+ 12.0 %	+ 10.0 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.



## .Agile/Scrum Master

### Offered salaries

Agile/Scrum Master	Employment contract				B2B contract			
	Min	Max	Min difference	Max difference	Min	Max	Min difference	Max difference
Junior	Insufficient data		Insufficient data		Insufficient data		Insufficient data	
Mid	Insufficient data		Insufficient data		16,800	23,000	+ 12.0 %	13.9%
Senior	16,500	20,000	+ 17.9 %	+ 2.0 %	21,800	26,900	+ 17.8 %	+ 8.5 %

Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.

# Locations in job ads



Is remote work  
in retreat?

# Did hybrid work spark a return to offices?

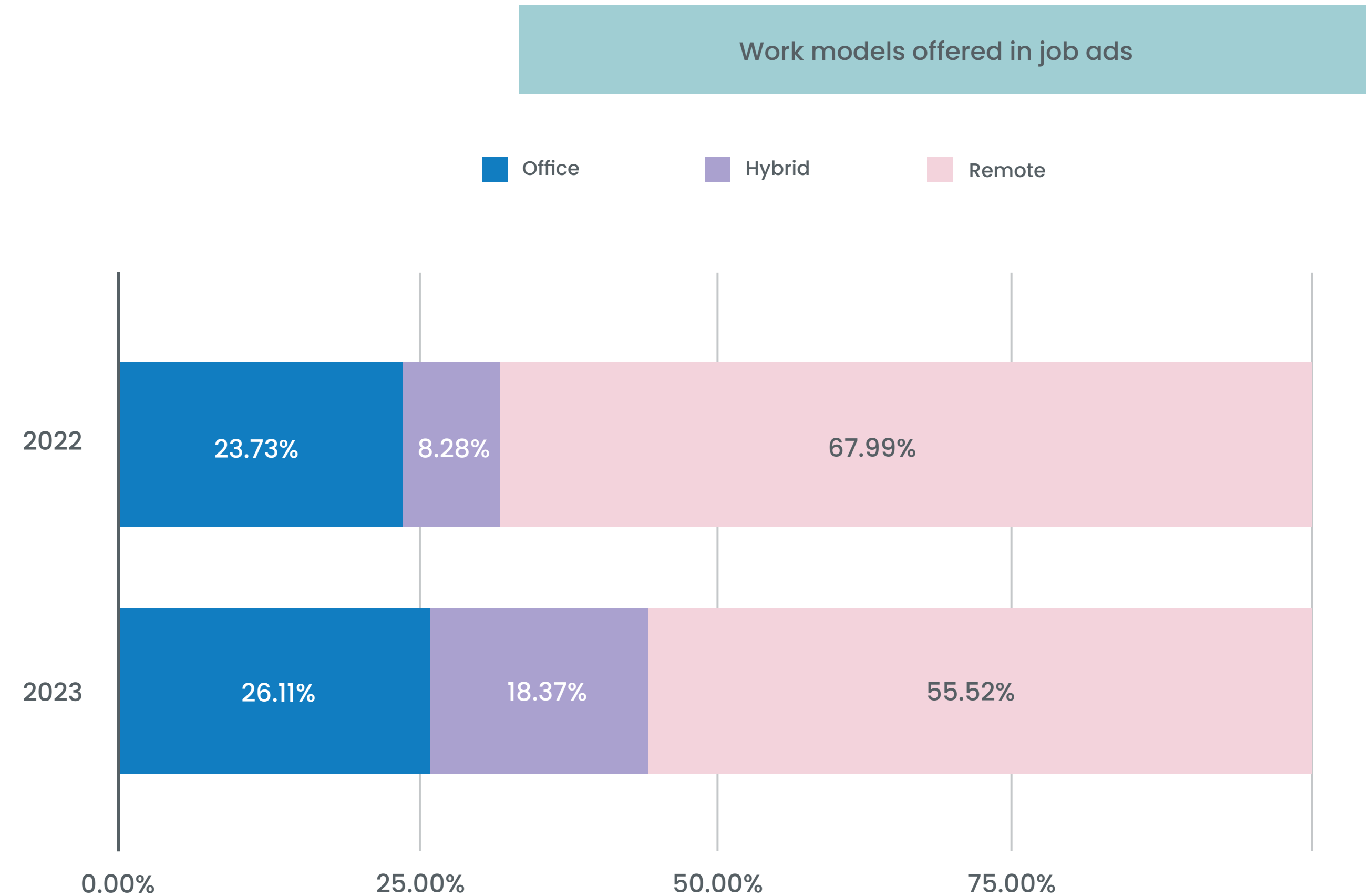


Remote work has been a strong trend in IT for years. In some cases, such as during Q1 2022, it was so prevalent that it accounted for over 76% of all job postings. Today, employees fond of „work from anywhere“ may look at these figures with longing.

Although remote work still dominates in IT (offered in 55.5% of job ads), the **retreat from remote model is noticeable**: 12 pp fewer job ads offer it than in 2022.

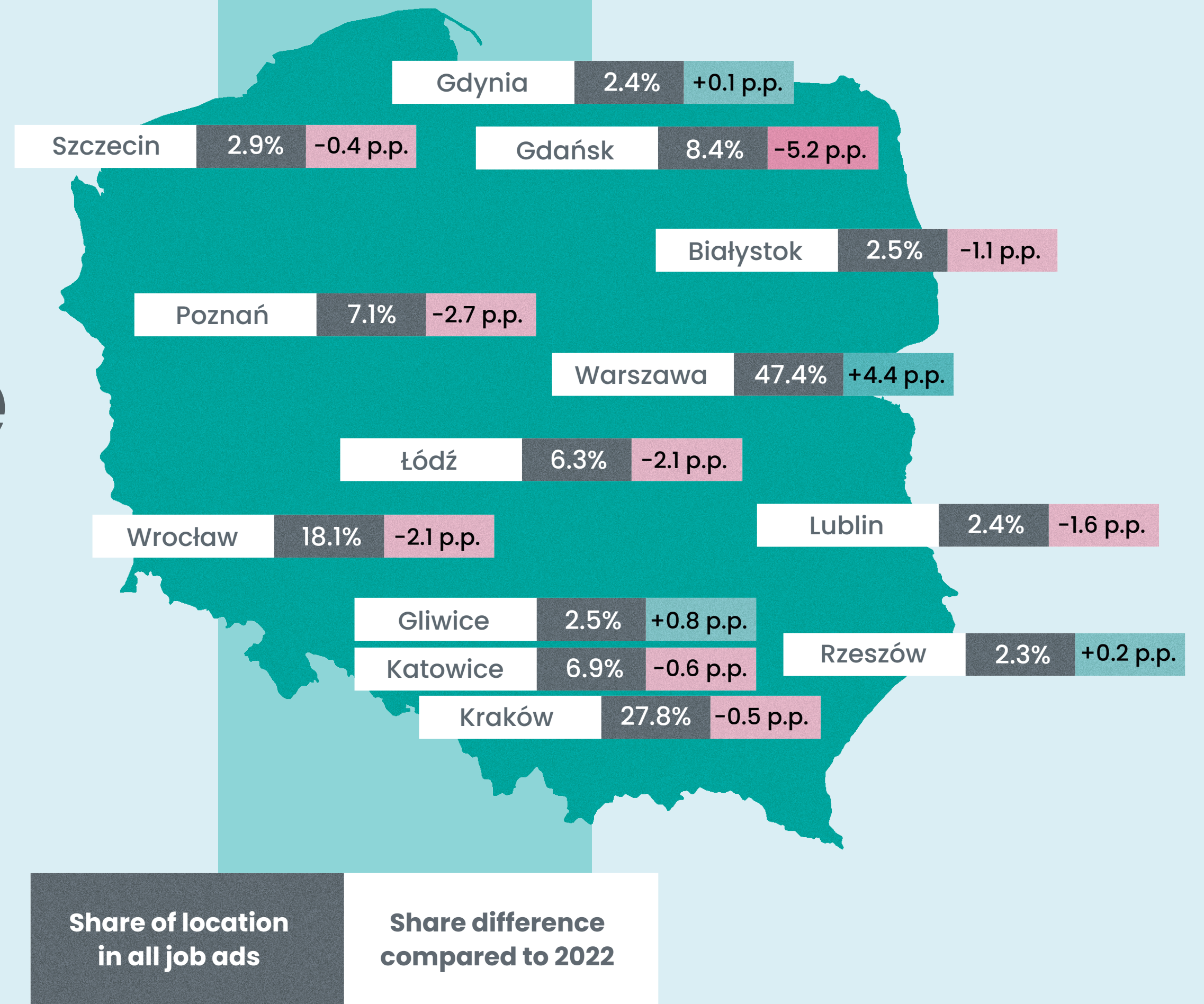
Interestingly, reducing the share of remote work did not result in a significant increase in in-office work (slightly over 2 pp more).

It seems that employers have mostly decided not to take drastic steps and are pursuing the vision of returning to the office through an intermediate hybrid model. Its share rose from **8.3% to 18.4%** compared to 2022.



# Most frequent locations for in-office work

Job ads may include information about 2 or more available locations.



# Where does in-office work concentrate?



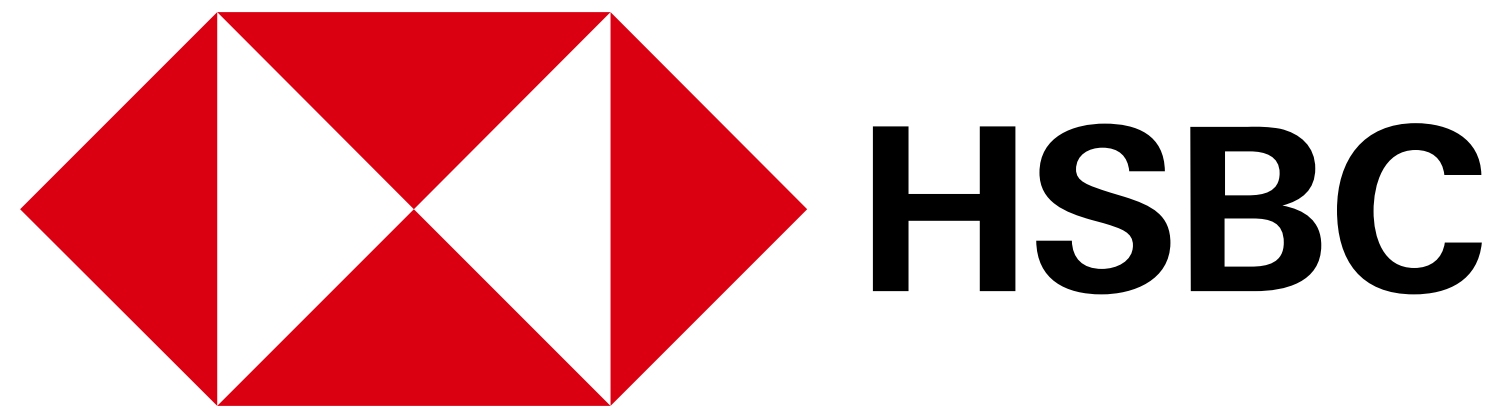
The map on the previous page indicates that large urban centers remain the top choice for attracting IT talent. Warsaw has **increased its share by a few percentage points** over the year and now stands at 47.4%, a clear leader. Krakow follows at 27.8%, then Wroclaw at 18.1%, and then... nothing for a long while.

For years, it was believed that the Tri-City area would become one of the top IT hubs in the country. However, Gdansk saw **the biggest decline** of all locations, losing over 5 percentage points in the total job ad share. As a result, the city is now closer in ranking to Poznan, Lodz, and Katowice than to the top 3 cities. Gdynia is only ranked 12th in Poland, and Sopot has a marginal role in the ranking. Unfortunately, the hopes for the North to become a leading IT hub are not coming true anytime soon.

And what do salaries tell us about office work? It is also true that **salaries in in-office jobs tend to be higher in larger and more important cities**. In Warsaw and Krakow salaries reached PLN 18,000 to 25,200 PLN net (+VAT) for B2B or PLN 15,000 to 20,000 gross for employment contracts. While the upper range median in other parts of the country can also reach PLN 25,000, the lower median is usually 1k or 1.5k less. Remote job offers still tend to have higher salaries, but hybrid jobs are not far behind.

Work mode	B2B		EC	
	Min	Max	Min	Max
Stationary	16,000	22,700	12,000	18,000
Hybrid	18,500	25,000	15,000	20,300
Remote	19,000	25,200	14,600	20,000

*Salaries on B2B contracts are given in PLN net (+VAT) and salaries on employment contracts in PLN gross. The amounts presented are medians of lower (min) and upper (max) salary ranges from job advertisements in the indicated categories. The Min change and Max change columns indicate the percentage increase/decrease in the respective median compared to 2022.*



**Mateusz Perdek**

Head of Technology Centre Poland HSBC Service Delivery  
(Poland) Sp. z o.o

## What will remote team collaboration look like in 2024?



The coronavirus pandemic has significantly changed our approach to work. Above all, it has accelerated digital transformation and made remote work the standard. While some global giants are now trying to fight this trend and pull employees back to their offices, at HSBC we have adopted a hybrid work model and allow teams to work both from home and from the office. With this approach, we want to provide the flexibility that everyone values while creating opportunities for personal collaboration.

Of course, to introduce flexible working conditions, we had to reach for digital collaboration tools, take care of our employees' well-being (we know that working from home can lead to frustration), and find solutions that measure performance based on results. To keep distributed teams engaged, it's also worth nurturing their career development by providing adequate training budgets and space for knowledge sharing.

Interestingly, contrary to initial assumptions, we found that flexible working conditions translate into increased efficiency and the quality of goals achieved, not to mention their impact on maintaining a healthy work-life balance. Despite the criticism, I believe the hybrid work model will soon become an industry standard.

# Benefits, amenities and work equipment

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What perks were most often offered to candidates?

# Would you be kind enough to offer me life insurance?

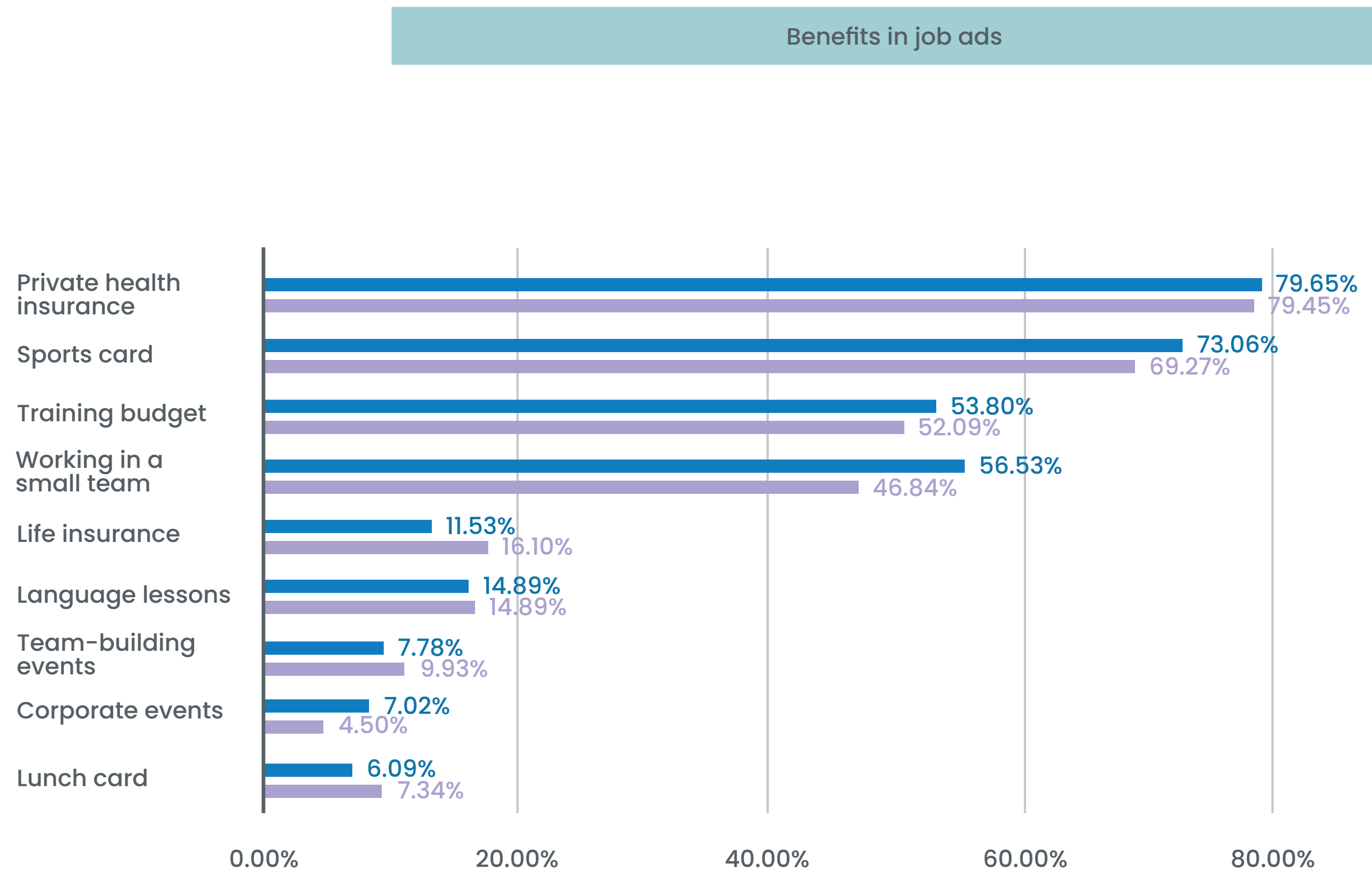
## / Most popular benefits



In 2023, benefits that didn't see declines (or scored small increases) could be counted on the fingers of one hand and included **life insurance** (up 4.6 p.p. to 16.1%) and **language lessons** (0.1 p.p. increase to 15%).

The top employment benefits have remained the same for years. **Private medical care is considered the standard** and is mentioned in nearly 80% of job ads. Although there were slight declines, a sports subscription card (69.3%) and a training budget (52.1%) are still quite popular, too.

Working in small teams saw a significant decrease in popularity: it was offered 9.7 pp less frequently than in 2022. No matter the size of your team, it is reassuring to see that **team-building events have gained popularity over the last two years**. In 2021, 5.1% of ads included this benefit, followed by a rise to 7.8% the next year. In 2023, it was present already in one in ten ads.



\*A job ad usually includes several benefits, so the chart shows the percentage of occurrence of a single benefit in all ads.



# Employers say: come back to the office, you can park here

## / Most popular amenities



If the chart about amenities were an email to employees, it would go something like this: „It’s been a long time since you visited our **modern office** (70%). Come, it will be fun! **Free drinks** (36.3%) and **snacks** (33.3%) are waiting for you here. Come by car or bike; we have **free parking spots** (40.8%). As for playing games, do that at home because we’ve just closed our playroom.“

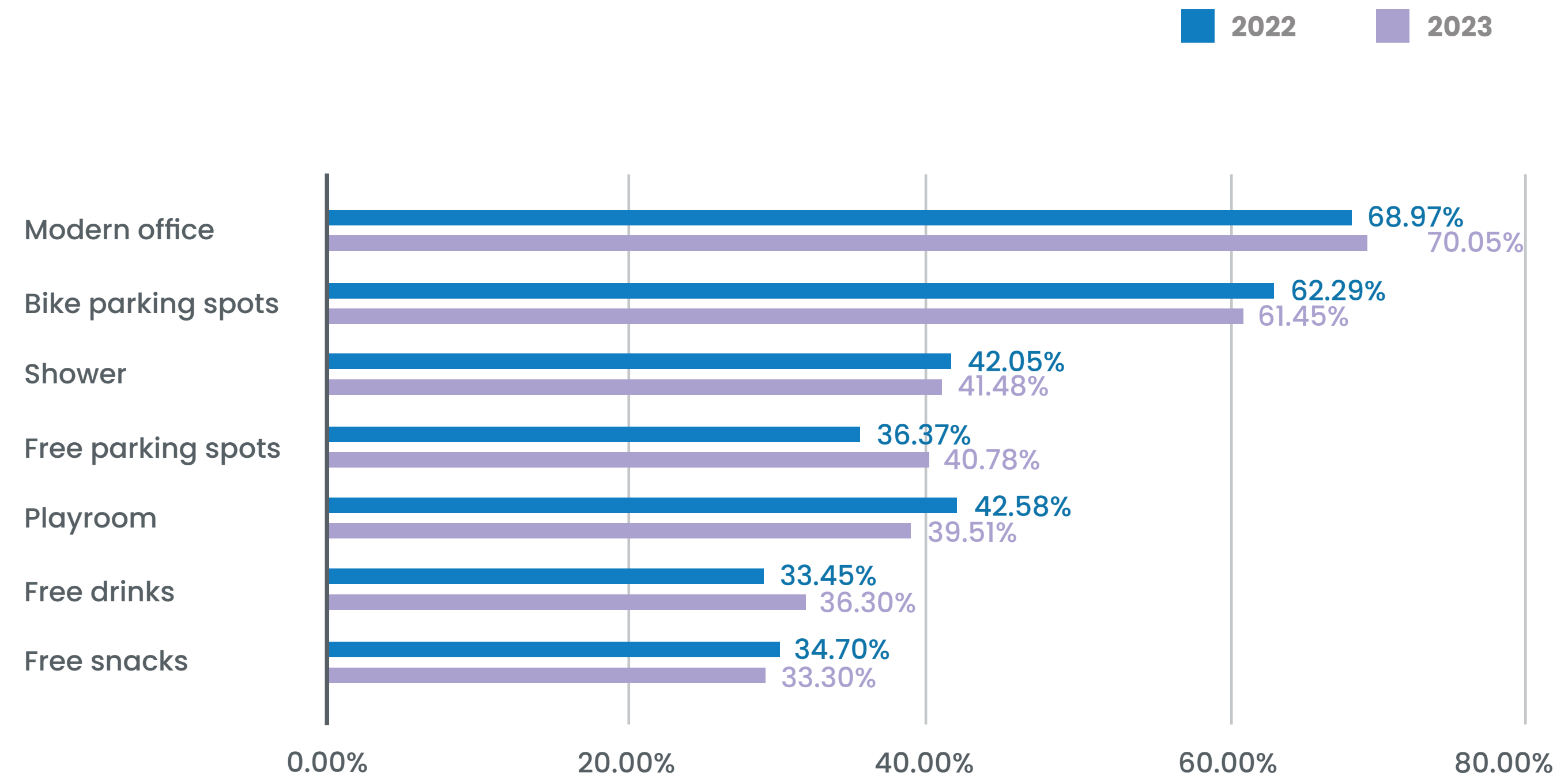
It’s the **playrooms** that companies have cut out of the benefit list the most lately. In 2021, 48% of jobs offered playrooms, while in 2022, the figure dropped to just over 42%. A year later, the number decreased to below 40%.

The opposite trend, on the other hand, was recorded for free parking spots. **A 10 pp increase** over the past two years is evident here. For our health and the environment, it’s good that a place to garage bikes is still far ahead: **more than 61%** of the ads include it.

### If this page had a flavor, it would be coffee

Since last year, we have established a policy to promote genuine benefits and amenities among employers. We define genuine benefits as those that enhance work life, add value, and set companies apart from the rest. It appears that the availability of coffee or tea is not worth mentioning, yet it remains the most commonly included “benefit” in job ads. Therefore, as part of our editorial responsibility, we will mention that coffee is provided in over 87% of ads and end it there.

## Amenities in job ads




*\*A job ad usually includes several amenities, so the chart shows the percentage of occurrence of a single amenity in all ads.*



**Katarzyna Gajda-Mąka**  
IT Recruitment Team Leader, Ringier Axel Springer Poland

## Can benefits be a deciding factor in hiring IT candidates?

 As a recruiter, I see a shift in candidates' preferences. Fringe benefits are playing an increasingly important role in attracting and retaining talented IT professionals.

Health benefits are a solid mainstay in the market: rich insurance packages, as well as dental and eye care. Profit-sharing programs, allowing employees to purchase company stock, are gaining popularity. In addition, modern pet-friendly offices, ergonomic workspaces, or an office gym make the work environment even more comfortable. Innovative benefits such as unlimited vacation days, workation, and even the services of a personal assistant attract candidates' attention.

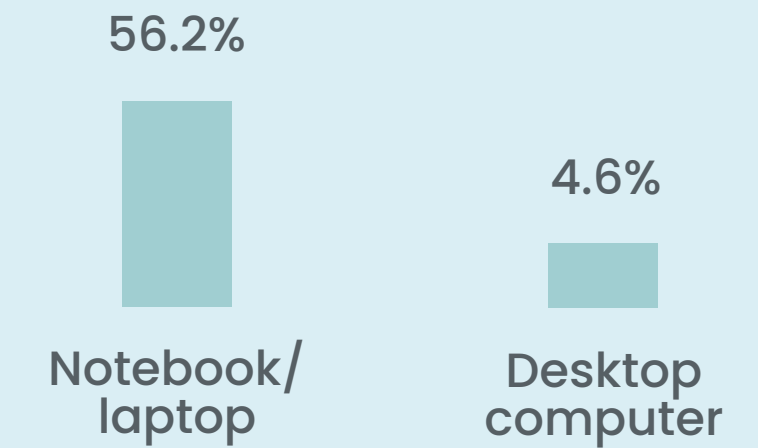
During interviews, candidates ask about benefits such as remote/hybrid work. At Ringier Axel Springer Tech, we work in the hybrid model, and the possibility of workation – working from any EU country for 30 days – is particularly liked. On the other hand, those for whom professional development and convenience are key appreciate our access to innovative tools using generative AI, such as GitHub Copilot.

In summary, attractive benefits can give employers competitive leverage in recruiting IT professionals. It is essential to invest in differentiated benefit packages, tailored to the individual needs of different groups of employees. What's at stake is a market advantage and lowering the company's turnover rate.

# Show me your setup: work equipment

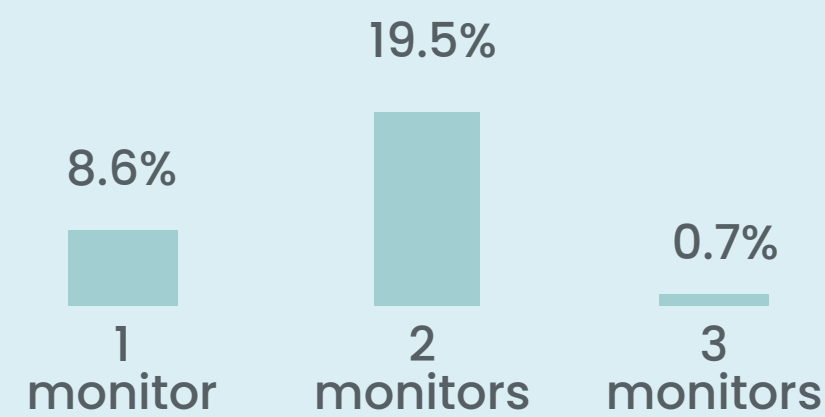
## Mobility still in fashion

Although specifying the computer type for a job is not mandatory, employers who choose to do so are much more likely to offer laptops/notebooks. Laptops appear in ads **over 12 times more often** than desktop computers. With this level of remote work and frequent business travel, it is the best option.



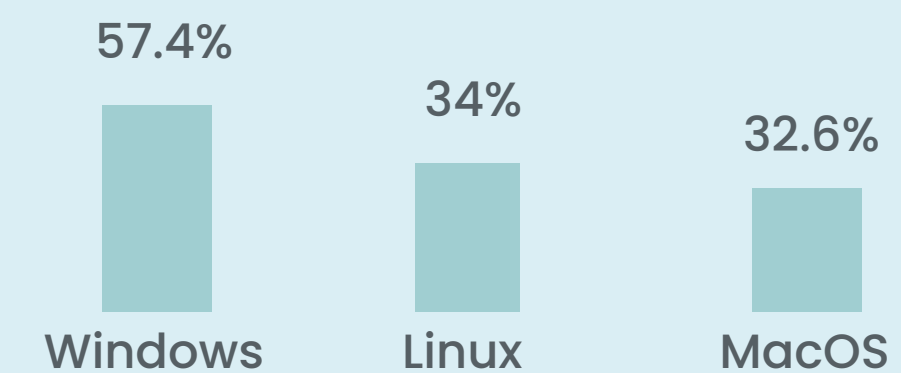
## As many screens as not to miss a task

In the section where the employer specifies the number of monitors available for work, they can also enter a text phrase. Some of them are very specific ("Ultrawide 34\""), while others leave the choice to candidates ("as many as you need :)"). Among those employers who prefer to decide for themselves, 2 screens are still the most popular. Three or more monitors are a rare sight in the Polish industry.



## Windows wins

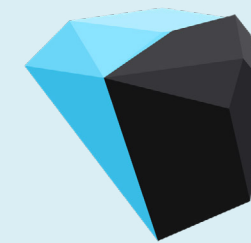
Employers do not have to specify the operating system used at a company in job ads on No Fluff Jobs. If companies choose to provide this information, it is usually Windows (which has been the top operating system mentioned in ads for years). Interestingly, Linux has surpassed macOS in the ranking for the first time. Despite this, let's face the fact that, yet again, Linux is not expected to be the dominant operating system this year.



\*Many job ads include information about the possibility of working on different systems.

# Community Partners

Thank you for supporting the project!



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