Jobs crisis in IT

Is this the new reality?
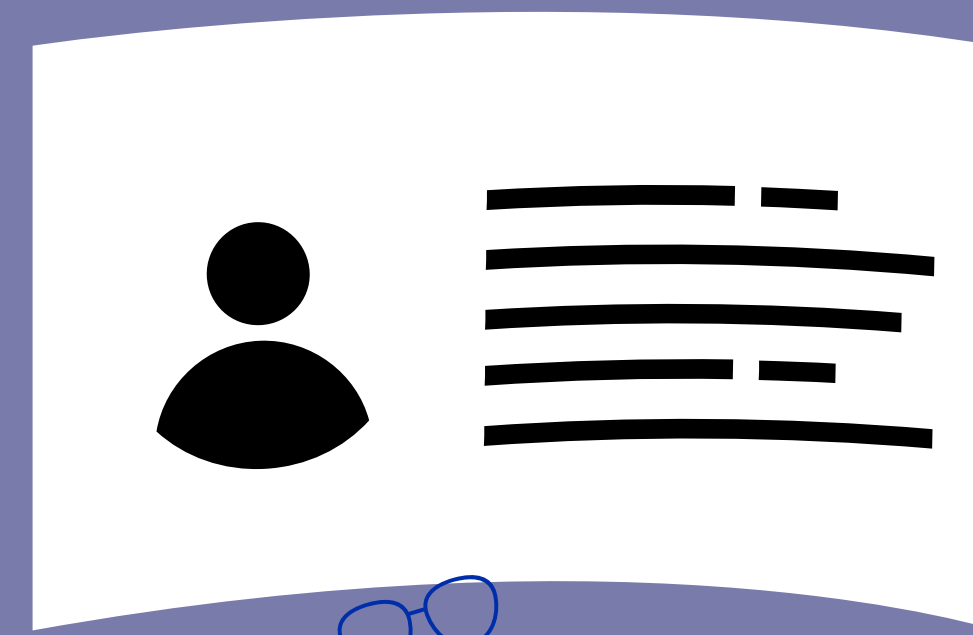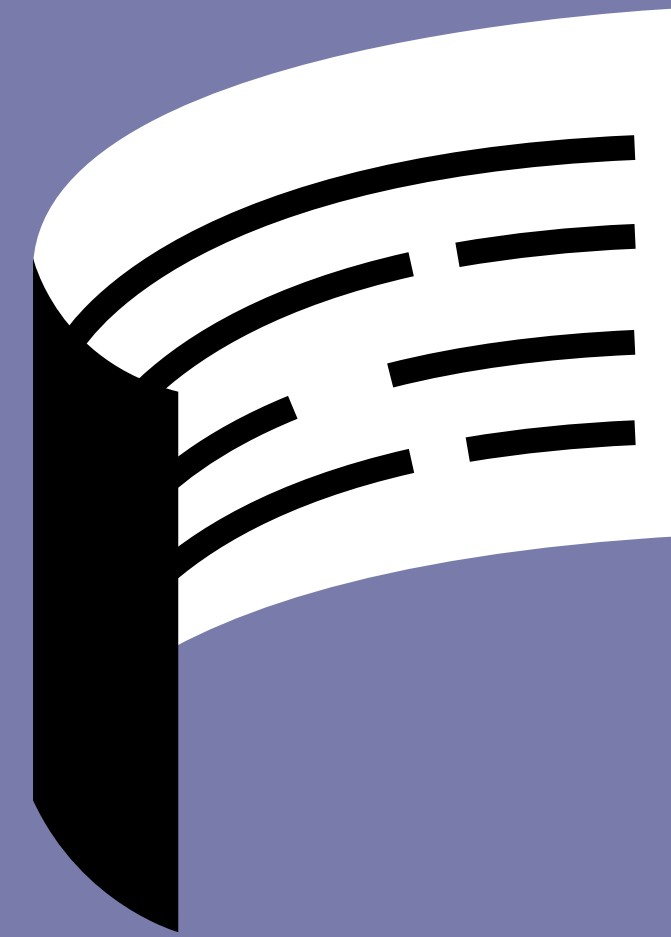
Content

NO FLUFF JOBS™

Unemployment in IT:
# cause for concern or empty threats?

Unemployment is a big word with an unambiguously negative connotation to it. While today's millennials may not have experienced it themselves, they witnessed the impact it had on their parents, uncles, or even grandparents who worked in Poland during the 1990s. In some areas, unemployment rates reached 30%, and nationwide, 15-20% was the norm.

This situation was changed in part by demographics, in part by the migrations in the first decade of the 21st century, and in part by the digitalization of many sectors of the economy. As a result, jobs and their requirements underwent a significant transformation. IT flourished under these conditions, and today, it's often tempting to say that every company is or is becoming technology-driven. It's no coincidence that one of Polish fashion giants' biggest team is the IT department; a prominent grocery store chain has a technology solutions affiliated company; and the Ministry of Digitalization has its own software house.

While the tech sector may have appeared invincible in the past, it's important to recognize that it's not impervious to external factors. Inflation, the failure of key investment banks, and the global pandemic have all had significant effects, which made us research the current situation. The data seems to confirm that jobs are becoming scarcer, pay ranges are stabilizing, and the future impact of AI on employment remains a fascinating and uncertain aspect.

We do not aim to scare you, but it's worth keeping in mind that the industry has faced several crises and ultimately managed to overcome them. There was the dot-com bubble at the turn of the millennium, the economic crisis of 2008–2010, and more recently, the pandemic, the war, and the struggle with inflation. Taking these challenges into account, we believe it's not that bad.

Instead, we would like to emphasize that the current events are a good starting point for everyone to consider what they want to do in life. Whether it is pursuing a career in IT or any other field, we hope this publication will serve as a guide for making such decisions and then taking action towards your goal. Even if you believe the current situation is only temporary, it is important to remain vigilant.
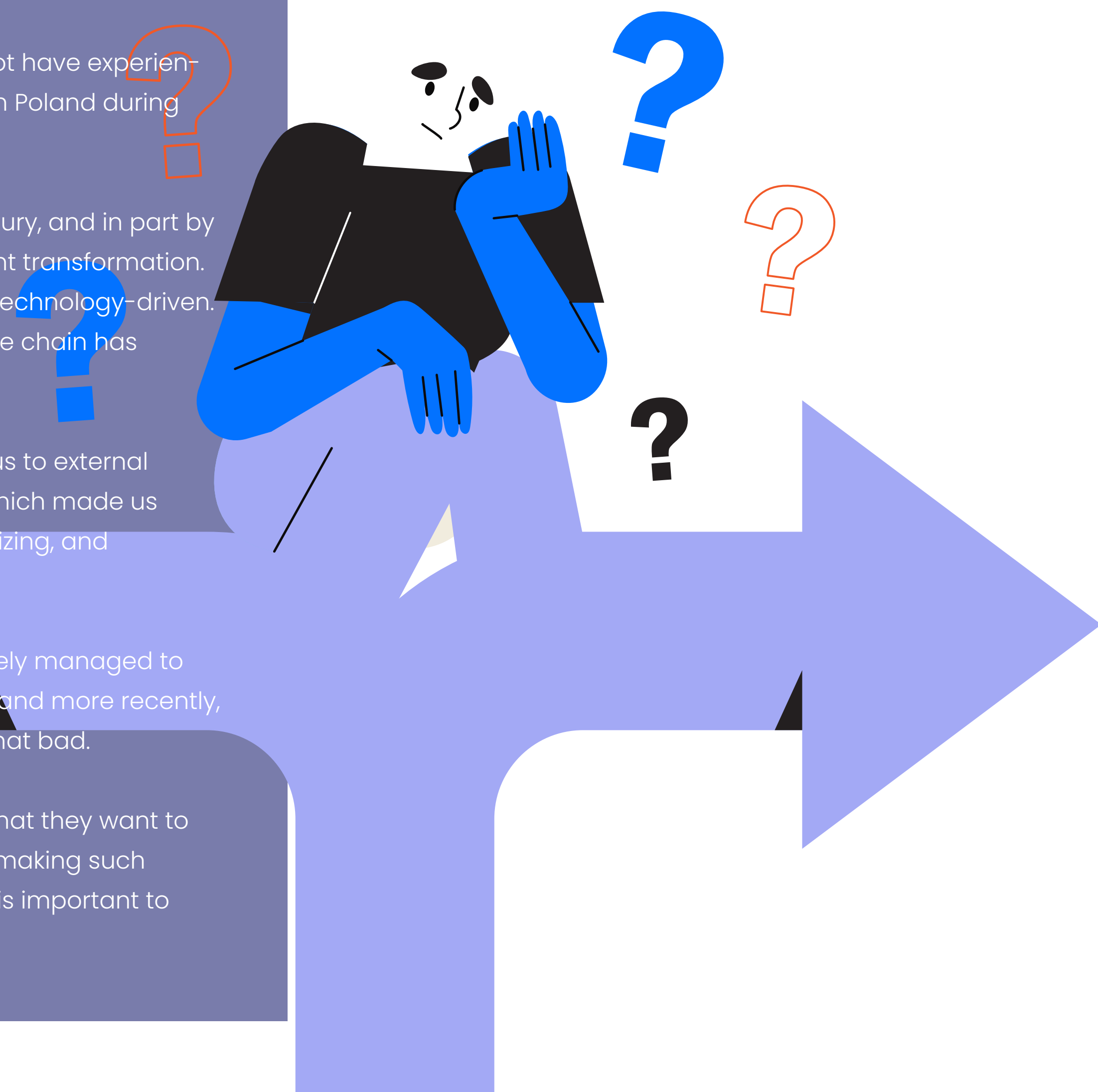
How did we get to this point?

Whenever articles about the state of the IT labor market are published in the media, they express two main viewpoints: some believe that we are experiencing temporary difficulties, while others focus on the negative aspects of the situation and garner most of the attention.

The truth is that, for years, we relished the belief that plenty of IT jobs would always be available, especially for mid and senior-level professionals. This belief lulled our vigilance and made us forget that nothing is guaranteed forever. Advertisements for weekend courses also contributed to this misconception by promoting the idea that work in IT is easy and that jobs are abundant for everyone.

Today, the recipe for rapid success is failing due to a combination of negative factors such as high interest rates, pandemic-related unemployment, and an economic downturn. It caught many of us off-guard, and along the length and breadth of the Internet, everyone asks themselves the question posed at the top of this page.

The truth is complex, but the symptoms of our current situation have been quite repetitive. We don't have to look far back in time because we have seen this pattern since 2020. When the fight against the COVID-19 virus gripped the world, everything came to a halt, including IT projects. This lasted for about 3 months, so it seemed like nothing had changed. The wave of mass hiring in 2021–2022 led to a sense of security in the IT industry. However, by the end of 2022, there were indications of potential changes influenced by global trends, particularly from the USA. Eventually, this unfavorable trend reached our country, leading to increased competition for job positions in the market since mid-2023.

Coronavirus pandemic – a temporary halt in hiring

Hiring spree – record demand for IT employees

Hiring freeze – the first signs that something is changing

IT crisis – a slowdown in the Polish IT market

---2020-----------------2021----------------------------2022--------------------2023-------

Hiring out: the specifics of the Polish IT job market

Continuing the theme from the previous page, in our reflections, we cannot omit references to the Polish IT job market, which is still heavily based on outsourcing and body leasing. For years, this made sense, as it was associated with lower pay rates in our region compared to the West, while at the same time providing high-quality services.

The dominance of a single type of employer in the market has had a significant impact on the availability of job advertisements. In fact, it is one of the main reasons for the current crisis in Poland, with almost 14% fewer IT job offers compared to a year ago.

Recently, in the face of rising inflation, potential clients have been working even harder to cut costs. As a result, some of the projects carried out by Polish companies were put on hold or canceled because our services have become too expensive (on nofluffjobs.com, the percentage of job ads published by software houses and HR agencies dropped by almost 6 pp and more than 3 pp respectively). Clients started to look for more affordable options.

If it weren't for the war, Ukraine would likely be the top alternative. As it turns out, they took their projects much further east. Asian countries are now attracting clients who would previously hire Polish specialists to carry out their projects.

Unfortunately, this is not a trend that can be easily reversed. According to SoDA, the association of Polish software houses, 22% of its members are planning to make redundancies this year. It is worth monitoring the situation closely, as it significantly impacts our current position.

Share of job offers from selected types of companies on nofluffjobs.com

	Q1 '23		Q1 '24
Software House	32%		26.2%
HR Agency	8%		4.8%
Body leasing	4.9%		5.3%
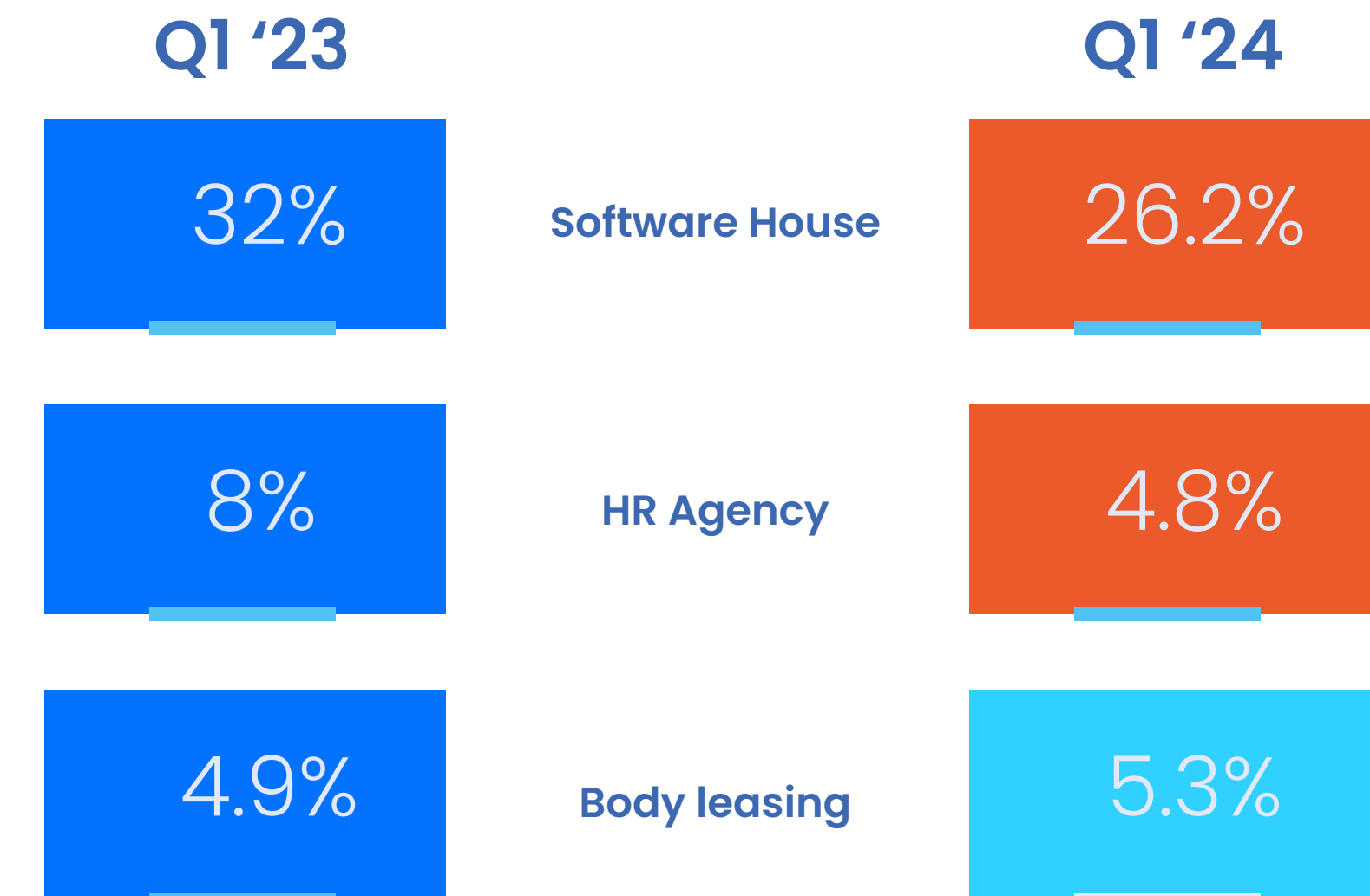
Change in number of IT job ads compared Q1'23 vs. Q1'24

−13.8%
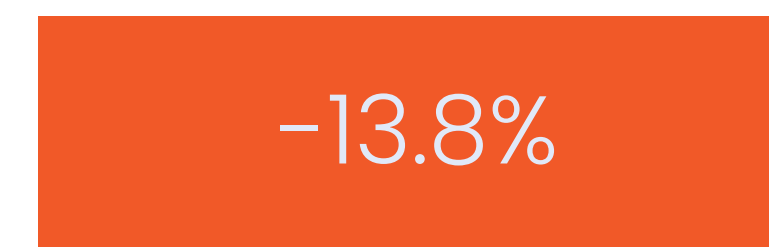
Job market as seen by IT professionals

Survey findings

What did we learn about the IT job market?

17.9% of IT professionals have recently lost their jobs

Job seekers send an average of over 14 applications per week

71.4% of IT professionals believe that finding a job is more difficult today than it was a year ago

Only 14.3% of those currently employed* in IT are worried about losing their jobs in the near future

67.2% also apply for job ads requiring a higher level of seniority

Nearly 60% of the unemployed* in IT have been out of work for less than 3 months

*By "unemployed" we mean those who are not bound by any type of contract professionally. By analogy an "employed" person is currently bound by a contract – whether it is a contract of employment, a B2B contract, or another type of contract whereby they provide services.

How many people are currently employed, and how many are out of jobs?

Is it possible to determine the level of unemployment in IT? We will leave it to the statistical offices to calculate it based on data collected by queries in companies, while we will assess it based on what IT professionals told us.

The current employment situation is not as dire as recent media reports may suggest. According to our survey, **70.4%** of respondents are currently employed in the IT sector; **17.9%** have either been made **redundant** by their employer or left **on their initiative.**

One in nine people surveyed **is looking to enter the IT industry** as a first job in general or a first job after a career change.

Employment status

70.4%

of IT professionals

have a job in IT

13.6% had a job but were made redundant

4.3% voluntarily left their jobs

4.9% don't have a job and are looking for their first job in IT

4.3% are employed in a sector/area other than IT, but are looking for their first job in IT

2.5% are out of work, in the process of reskilling and looking for their first job in IT

All IT specialists n=2,583

More employment contracts: will the trend hold?

An employment contract is often considered to provide more stability. Until now, it has been treated as more of a curiosity in the IT industry: after all, few people worried about losing their jobs because there were plenty of them. We got used to the fact that if we are talking about working in IT, we are talking about B2B contracts.

Yet, our survey indicates that the majority of IT professionals are now working under contracts of employment, making up **51.3%** of the sector's workforce. By comparison, those working on a B2B basis for a single client constitute exactly **one-third** of the market, and those working for multiple entities account for **7.4%.**
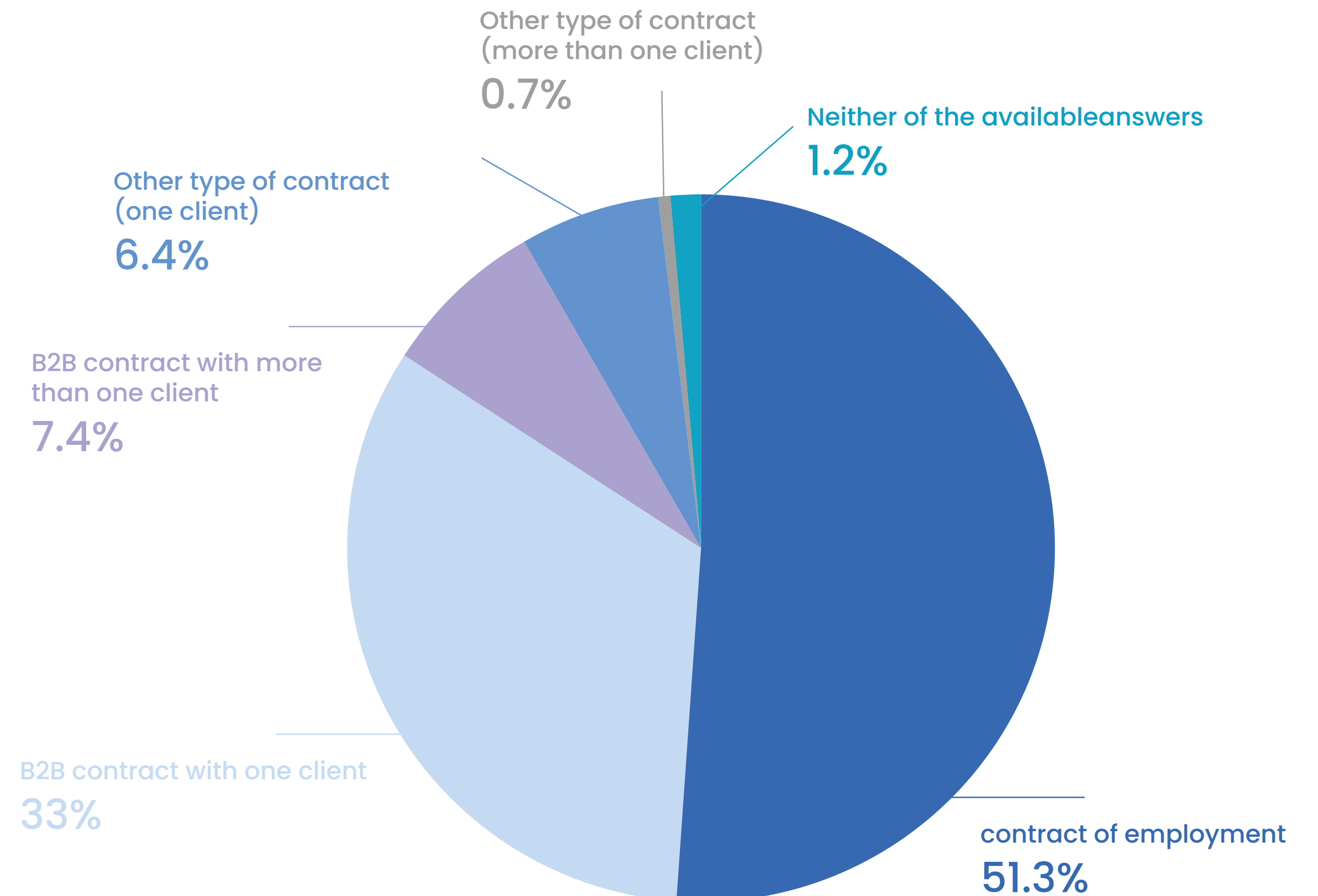
The higher the seniority, the fewer the employment contracts. Approximately **40%** of senior and expert position specialists work on an employment basis.

The current trend of favoring employment contracts among existing employees is highly logical once we understand how "easy" it is for employers to let go of individuals who are not tied by **a lengthy notice period**.

Extensive redundancies in IT teams can save companies several hundred thousand PLN, which is reflected in the percentage of the rest of the contract types.

Under what type of contract do you work?

Other type of contract (more than one client)
0.7%

Neither of the availableanswers
1.2%

Other type of contract (one client)
6.4%

B2B contract with more than one client
7.4%

B2B contract with one client
33%

contract of employment
51.3%

Respondents currently employed in IT n=1,784

Client here means a person or a company that orders services from an IT professional.
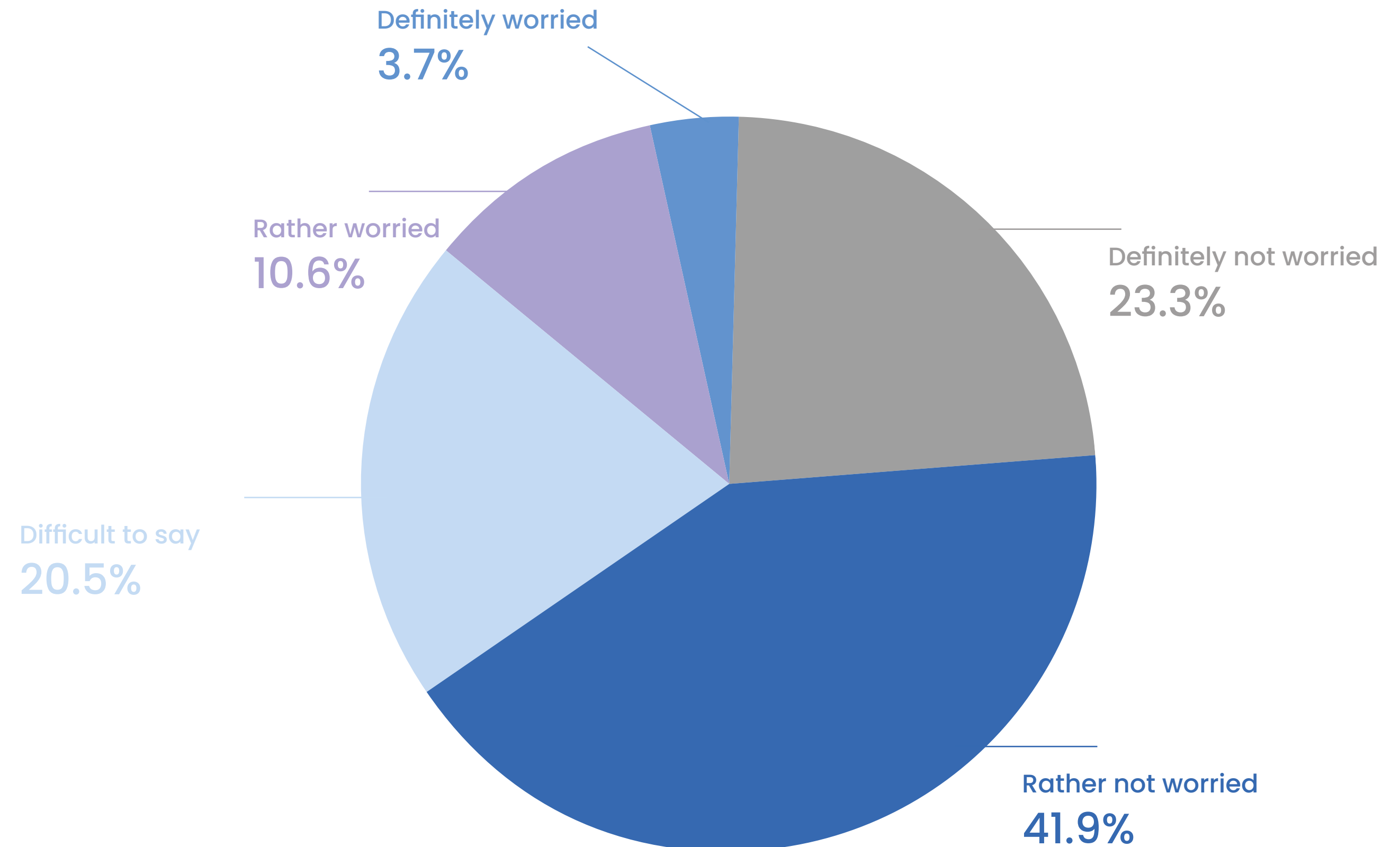
Should we be worried?

Referring further to stability, the data on job tenure in the IT sector is quite reassuring. It shows that **45% of IT professionals** have worked in their current jobs for **more than 2 years**, while one in four have a tenure of 1–2 years. These numbers indicate a relatively high level of stability in an extremely dynamic industry.

There is also a great deal of optimism among those currently employed about their professional future in their current workplace. **More than 65% of** IT professionals are **not worried about losing their jobs** in the near future. Only just over 14% hold the opposite view.

For those who do express concerns, the most common reasons cited are company budget cuts and a lack of new projects from their employer or contractor. **Only one in seven** fears job displacement due to AI.

Are you worried that you might lose your job in the near future?

Definitely worried
3.7%

Definitely not worried
23.3%

Rather worried
10.6%

Rather not worried
41.9%

Difficult to say
20.5%

Respondents currently employed in IT n=1,784
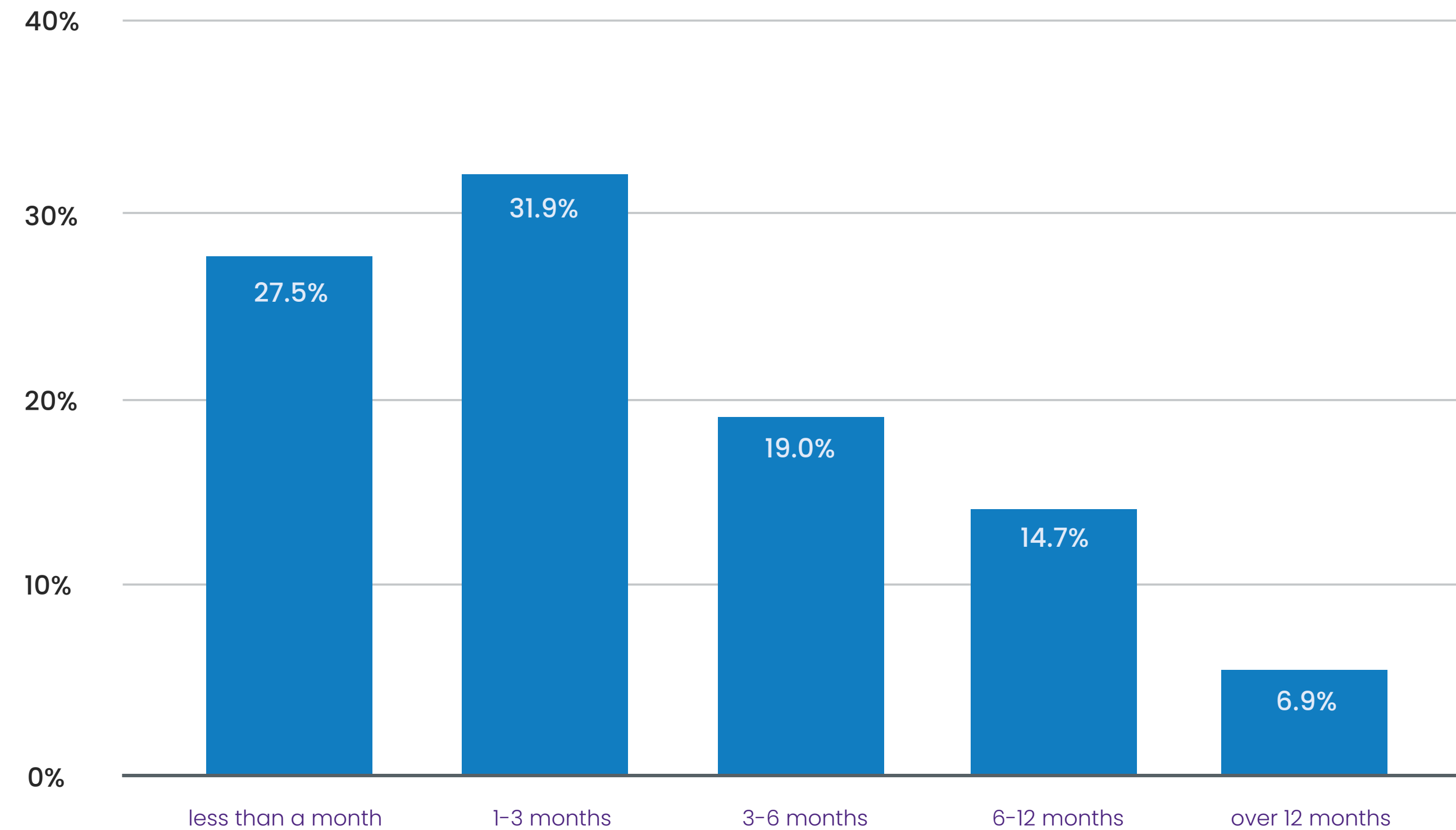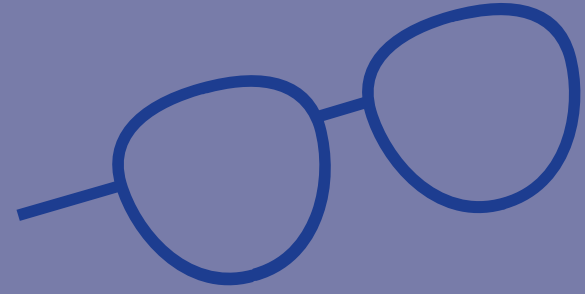
No panic on the Titanic (yet)

In the previous pages, you have learned about the perspectives of currently employed IT professionals. Now, let's take a look at the situation among the unemployed.

So far, things are „not so bad," with **59.4%** having been unemployed for **less than three months.** The percentage of those who take longer to find a new job decreases significantly over time, with less than 7% waiting more than a year for their chance.

At the same time, both the unemployed and the currently employed IT professionals share the same view of the job market. Over **71%** of them believe that **finding a job is more challenging now than it was a year ago.**

How long have you been unemployed/had no job orders in IT?

	less than a month	1-3 months	3-6 months	6-12 months	over 12 months
	27.5%	31.9%	19.0%	14.7%	6.9%

Respondents who lost their job in IT | n=448

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Generate a new report

Category

Select option

Location (offers in the database 325222)

Select option

Seniority

Junior | Mid | Senior

Contract type

B2B (net) | UoP (gross)

Generate

Go to My Salary
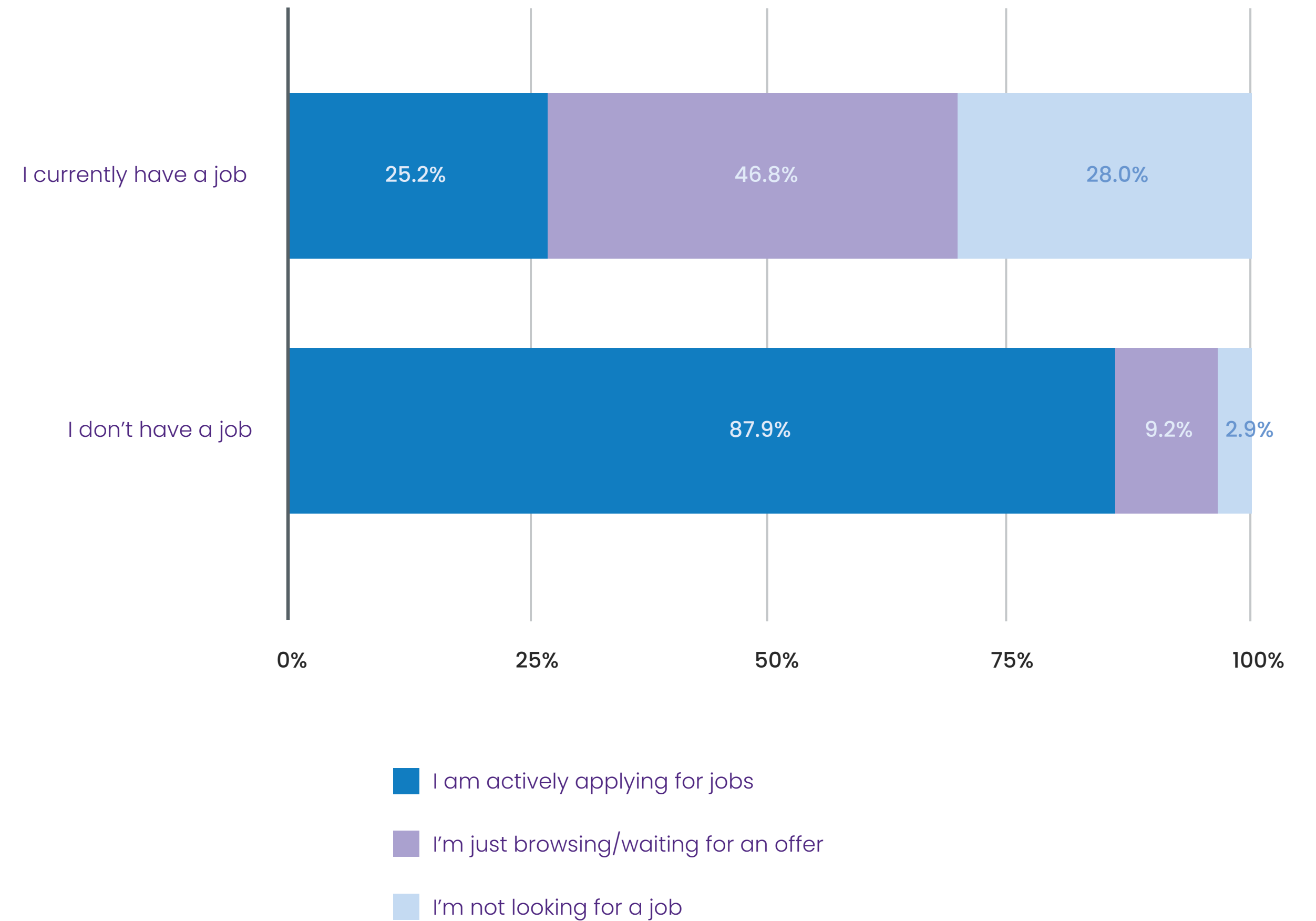
Better searching than sorry

The market has seen a **growing interest in job ads** for IT professionals over the past few months.

Approximately **88%** of the unemployed are **actively seeking** a new job by applying to job advertisements. Only 9.2% prefer to wait until someone headhunts them or are just browsing job ads, hoping to find that one special opportunity.

Despite not worrying about their jobs, currently employed respondents also show some activity. Whether browsing casually or for real, **one in four** admits that they are looking for a new job, and just under **47%** acknowledge that they regularly check job ads.

Are you looking for a new job? If so, what exactly are you doing?

I currently have a job
- 25.2%
- 46.8%
- 28.0%

I don't have a job
- 87.9%
- 9.2%
- 2.9%

- ■ I am actively applying for jobs
- ■ I'm just browsing/waiting for an offer
- ■ I'm not looking for a job

I currently have a job n=1,769 | I don't have a job n=749

# Regardless of experience, candidate activity has increased

Passive candidates? This is a thing of the past. Looking at the survey data, today's IT candidates are very active!

Among job seekers, the average number of applications sent for job ads **exceeds 14 per week.** The currently employed send twice as few applications as the unemployed (9 vs. 19 on average).

Interestingly, the average number of applications **does not differ much** when broken down by seniority, apart from a slight deviation in juniors. It is a misconception to assume that the more experienced people are waiting for offers to come their way. This is no longer the case; the data shows that when push comes to shove, all IT specialists are rolling up their sleeves.

Especially since **being passive in the current situation is not advisable.** The average number of offers received per month by less active job seekers is only 5. It is perfectly logical when you look at what recruiters' inboxes look like nowadays.

Approximately how many job applications do you send out per week?

14.7 on average

Intern	Junior	Mid	Senior	Expert
14	18	13	14	12

All active IT job seekers n=1,072
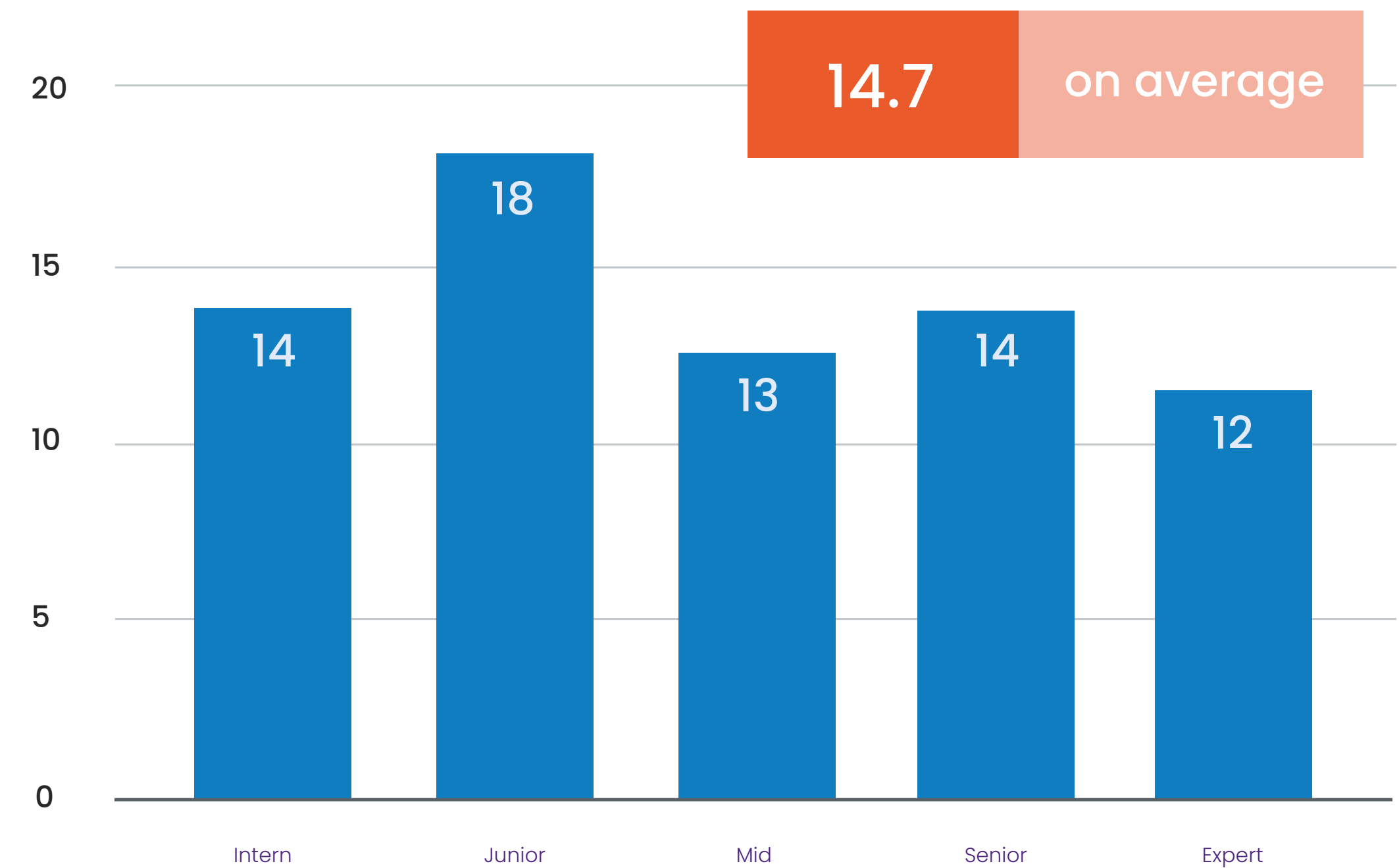
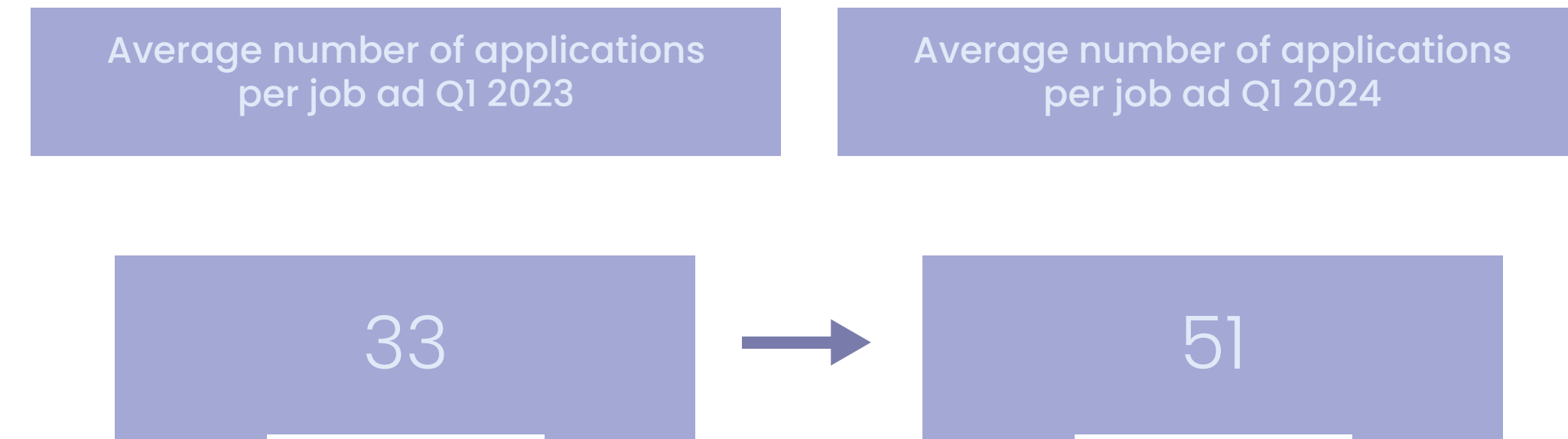# We already know how many apps you send. And how many do recruiters receive?

The situation on the frontline is far from the market "norm" to which we were accustomed. We used the word FRONTtline deliberately here because the **most fierce competition** for a single job can be observed among **Frontend** specialists.

The average number of applications sent per job ad **increased by 180%** over the year (67→187) in this category. Such a significant change means that Frontend, despite being one of the main specializations in IT, is now in a critical situation.
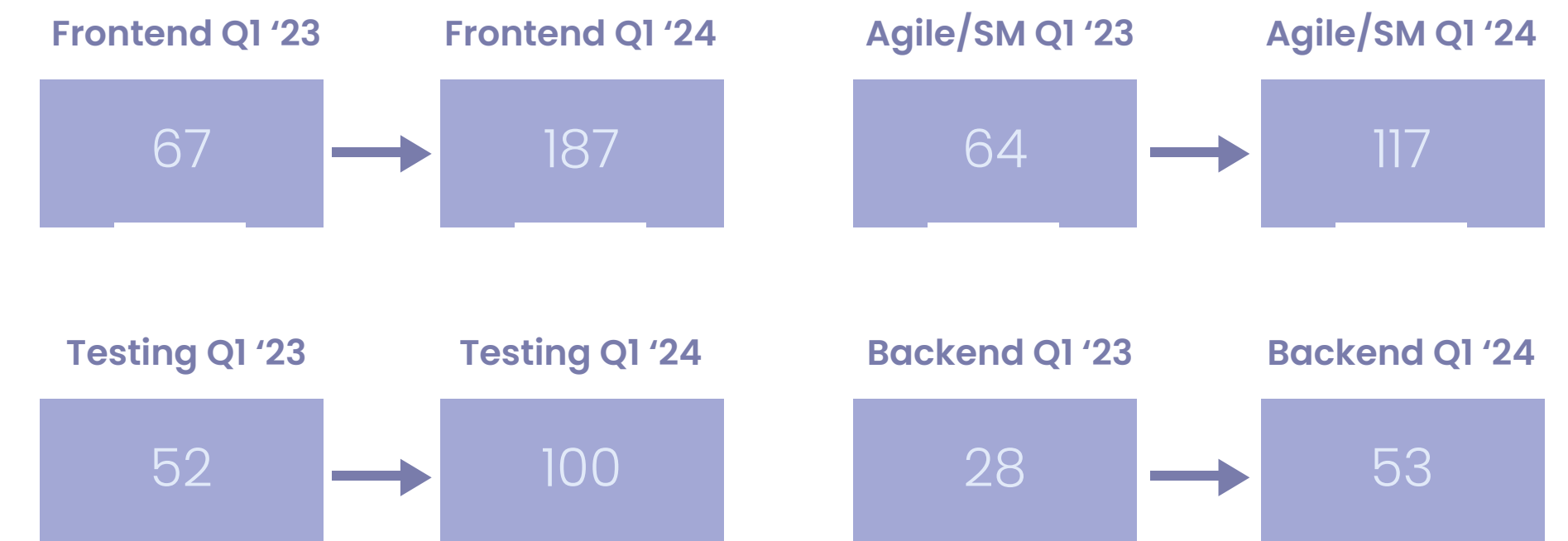
Hiring managers receive around 100 applications per ad on average in **Testing, UX/UI/Design**, and **Project Management**, and **Agile/Scrum Master** is still ahead of them (117) in this regard.

Looking at other specializations, things are not rosy either. The average numbers of applications are lower or much lower than in the aforementioned categories, but still, they have increased by at least 60% year-on-year in half of the categories.

For detailed information on the situation in each of the 20 categories, see the second part of the report: A guide to IT specializations on page 18.

Average number of applications per job ad Q1 2023	Average number of applications per job ad Q1 2024
33	→ 51

Biggest changes (average number of applications)

Frontend Q1 '23	Frontend Q1 '24	Agile/SM Q1 '23	Agile/SM Q1 '24
67	→ 187	64	→ 117

Testing Q1 '23	Testing Q1 '24	Backend Q1 '23	Backend Q1 '24
52	→ 100	28	→ 53

Source: nofluffjobs.com
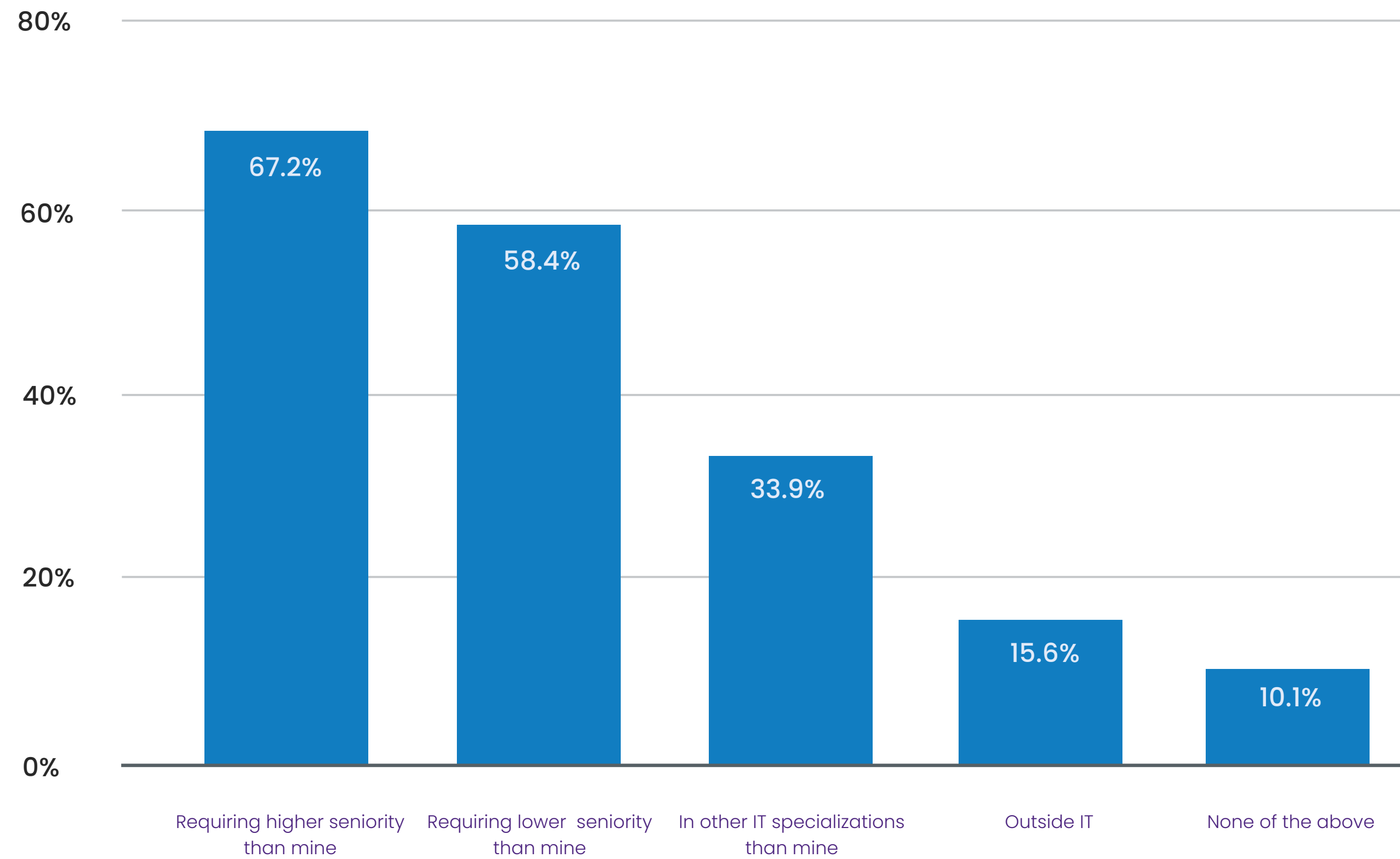
It's not stupid
if it works

The survey results show that when looking for a job, the IT community is striking the iron while it's hot and trying to seize all the opportunities.

More than **two-thirds of job seekers** also apply for ads **requiring a higher level of experience** than theirs. Slightly fewer, **58.4%** also submit their resumes for vacancies at a **lower seniority** level.
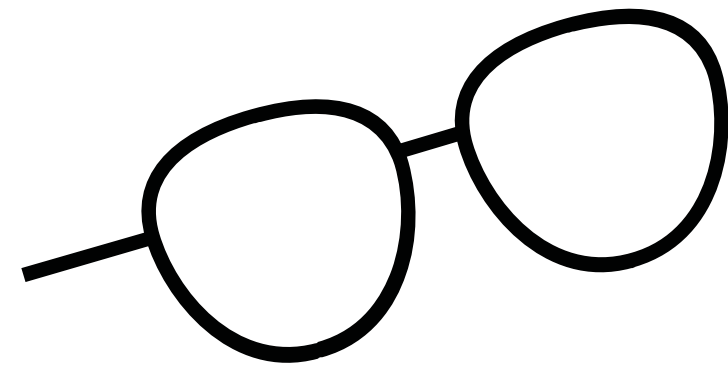
On top of this, **one in three** respondents also applies for jobs in **related fields** where their skills could be useful. Interestingly, 9% of IT professionals are also looking for a new job outside the IT industry.

Apart from the methods above, there are several ways to enhance one's competitiveness in the market. As many as **69%** of IT professionals state that they **upgrade qualifications in their main specializations, while nearly 60% learn new languages and technologies.** One in three intentionally learns more about the job market (for that we can recommend ourselves!) and builds a professional network on social media.

Are any of the statements true in your case? Tick the ones that match your actions. I also apply for job offers...

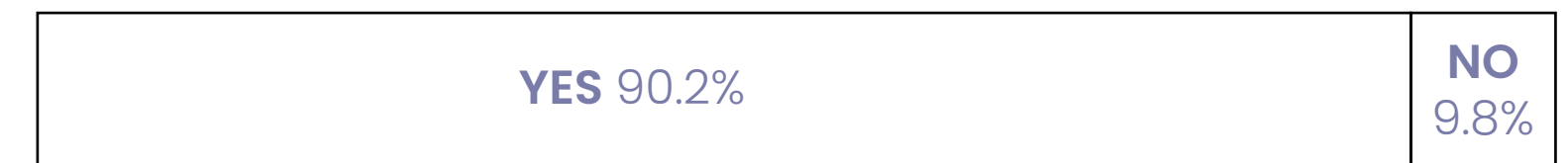|	Percentage
Requiring higher seniority than mine	67.2%
Requiring lower seniority than mine	58.4%
In other IT specializations than mine	33.9%
Outside IT	15.6%
None of the above	10.1%

All active IT job seekers n=1,072 (multiple choice)

Do you apply for job offers without a stated salary range?

The unemployed in IT

YES 90.2%	NO 9.8%

People who have a job in IT but are looking for a new one

YES 70.1%	NO 29.9%

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Finance | German
Antal Sp. z o.o.
Check Salary Match | Remote +1

Senior Frontend Developer NEW
Frontend | React | JavaScript | WebGL
AVENGA
26 040 – 29 400 PLN | Remote

Kierownik ds. audytu wewnętrznego NEW
Office Administration | Polish | English
CCC S.A.
Check Salary Match | Polkowice

Specjalista/-tka ds. HR NEW
HR | English
Antal Sp. z o.o.
Check Salary Match | Warszawa

Payroll Specialist NEW
Finance | Degree | Polish | English
Antal Sp. z o.o.
Check Salary Match | Remote

Księgowy z niemieckim NEW
Finance | MS Excel | SAP | German
Antal Sp. z o.o.
Check Salary Match | Remote +1

Business Analyst, ESG Finance Programme Finance NEW
Business Analysis | Finance | PowerPoint | Excel
HSBC Technology Poland
Check Salary Match | Kraków

Specjalista ds. zamówień z włoskim lub niemieckim NEW
Customer Service | MS Office | SAP | English
Antal Sp. z o.o.
Check Salary Match | Kraków

Procurement Analyst with German OP NEW
Customer Service | Polish | English
Antal Sp. z o.o.
Check Salary Match | Warszawa

Python Software Engineer in Test NEW
Testing | Python | AWS | AWS Lambda
Globallogic
Check Salary Match | Remote +6

A guide to IT specializations

How much competition do YOU have in the job market?

How to understand the guide?

The guide contains No Fluff Jobs' original evaluation of each IT category based on the collected data. We aimed to determine which specializations offer the most favorable conditions for job seekers in the sector. The numerical evaluation is complemented with specific data and recommendations for other job categories that may interest those seeking employment outside their primary specialization.

HOW TO READ THE EVALUATION

Share of category in the total IT job market

19.5%

This information indicates the share of job ads in a particular category in all IT job ads published on No Fluff Jobs in Q1 2024.

	B2B	CoE
Junior	7,500 – 11,760	5,750 – 9,500
Mid	18,480 – 23,520	13,000 – 19,000
Senior	23,520 – 30,000	18,925 – 26,000

In the salary section, you will find the amounts offered in job ads for the indicated level of experience, broken down by contract type. The first value is the median of the lower salary ranges, and the second is the median of the upper ranges. For B2B contracts, PLN net (+VAT) is given, and for employment contracts, PLN gross. The reported salaries come from the Insights360 tool, which aggregates salaries from job ads published on the largest job boards in Poland. Amounts are for Q1 2024.

CV

The CV column shows the average number of applications for a single job offer on nofluffjobs.com for the given seniority in Q1 2024.

141

Other categories with the highest match of key requirements

AI **Python 79%**

In this section, you can find information about other job categories where the same mandatory requirements appear as in the analyzed category. The percentage indicates how many job ads specified a particular requirement as mandatory.

What do the different dimensions mean?

What do the different dimensions mean?

Offered salaries – indicates how the salaries in a given category compare to the overall IT market. Rating 1 – salaries are not very competitive; rating 10 – salaries are very competitive.

Availability of job ads – shows an assessment of how the number of offers in this category relates to the overall IT market. Rating 1 – very few offers; rating 10 – offers are plenty.

Low competition – indicates how the average number of applications for job ads in this category compares to the overall IT market. Rating 1 – very high competition, Rating 10 – very low competition.

Average rating

The higher the average, the better the job seekers' situation in a given category.

Theoretically, the more extensive the graph, the better the opportunities: **higher** salaries, a **greater** choice of offers, and **less** competition.

The smaller the graph, the worse the opportunities: **lower** salaries, **fewer** job offers, and **more** competition.
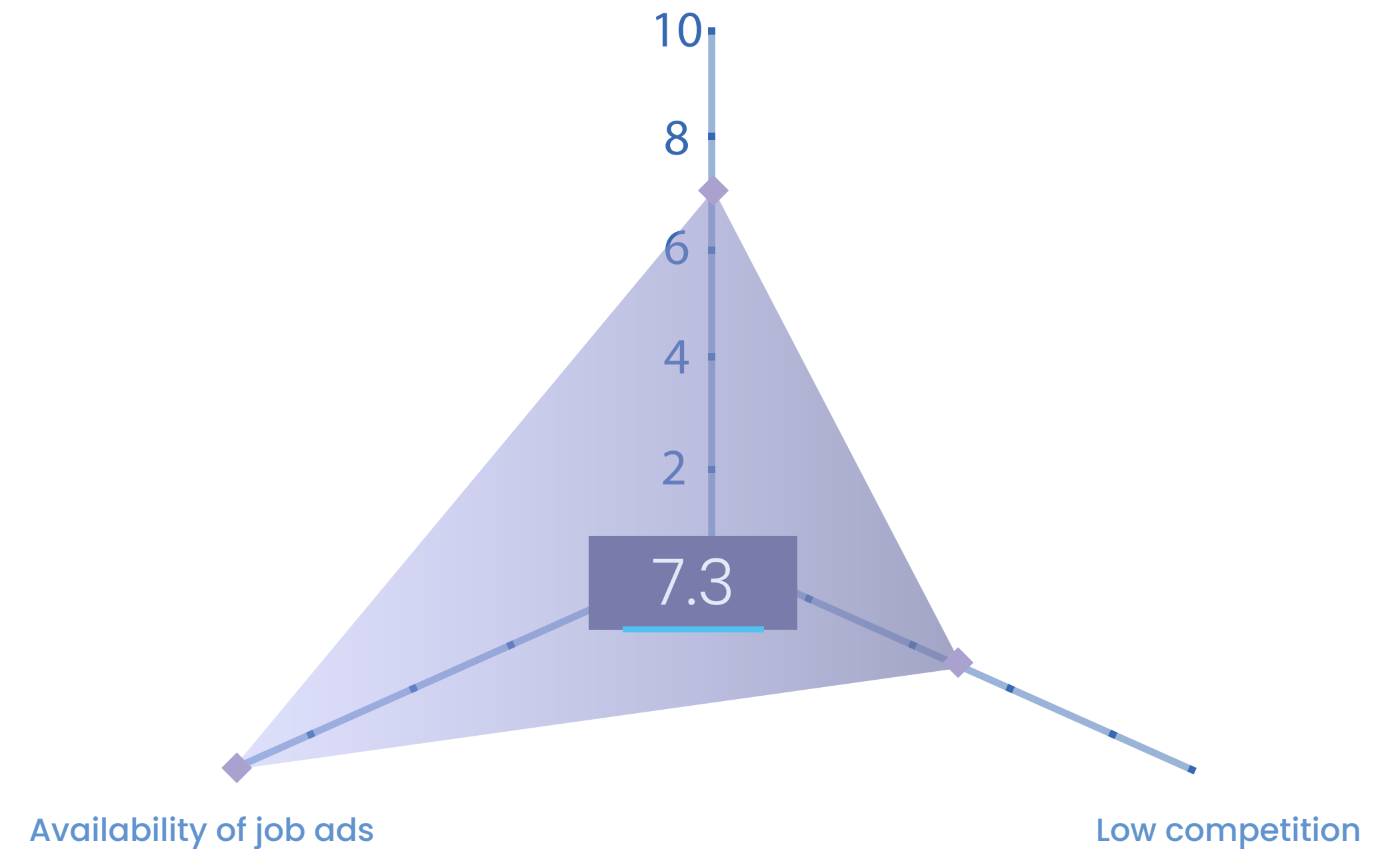
Offered salaries

10

8

6

4

2

7.3

Availability of job ads

Low competition
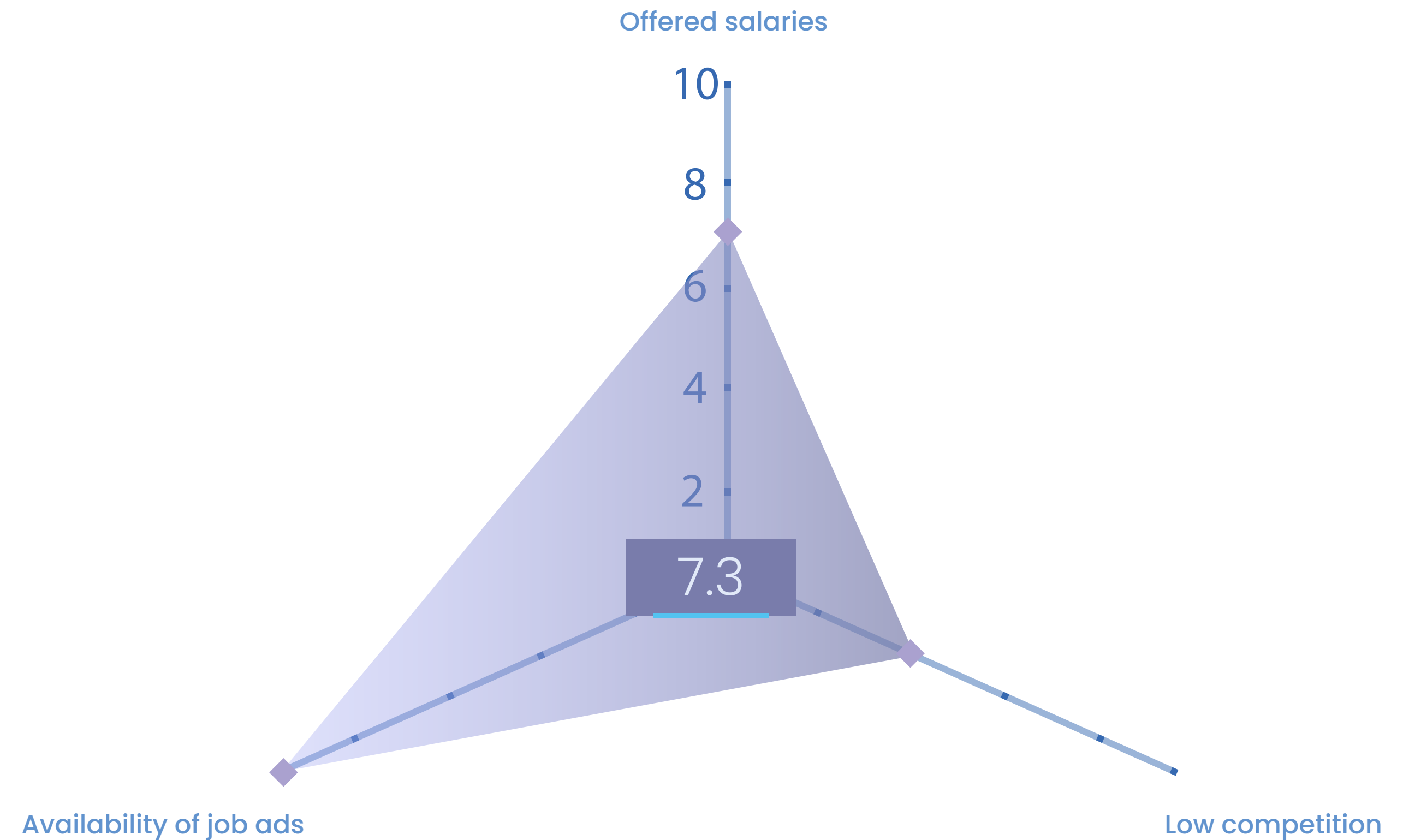
.Backend

Share of category in the total IT job market | **19.5%**

Salaries offered and average number of applications per job ad

Offered salaries

	B2B	UoP	CV
Junior	7,500 − 11,800	5,800 − 9,500	141
Mid	15,100 − 21,800	12,300 − 18,000	60
Senior	22,000 − 28,600	17,000 − 23,000	34

10
8
6
4
2

7.3

Availability of job ads

Low competition

Other categories with the highest match of key requirements

DevOps | Kubernetes 50% | Docker 41% | Python 40%

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.Data & BI

/ Share of category in the total IT job market

10%

Offered salaries

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	7,900 – 12,000	9,500 – 13,000	117
Mid	18,500 – 23,500	13,000 – 19,000	35
Senior	23,500 – 30,000	18,900 – 26,000	18

Other categories with the highest match of key requirements

AI

Python 79%

Machine Learning 48%
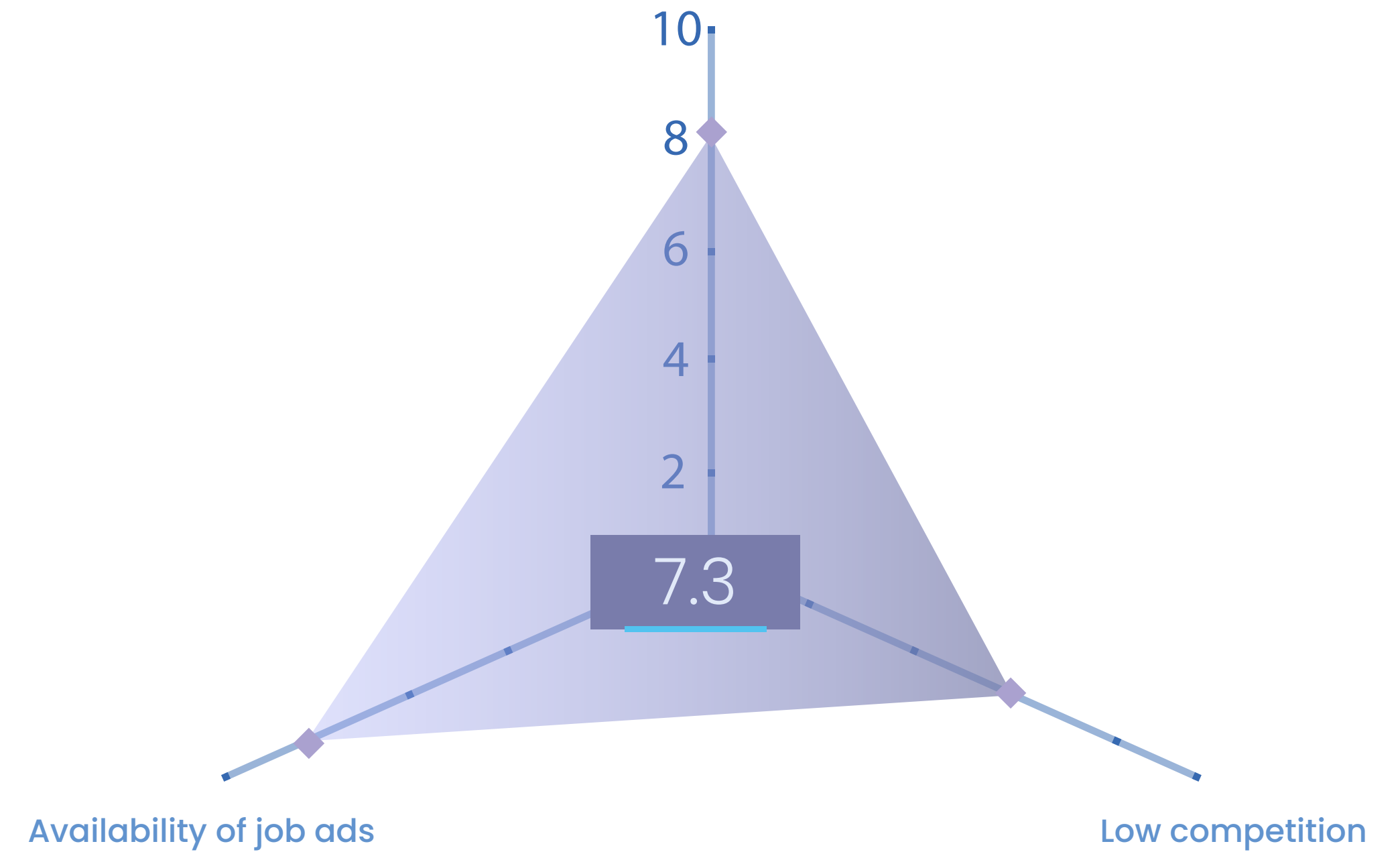
10
8
6
4
2

7.3

Availability of job ads

Low competition

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.
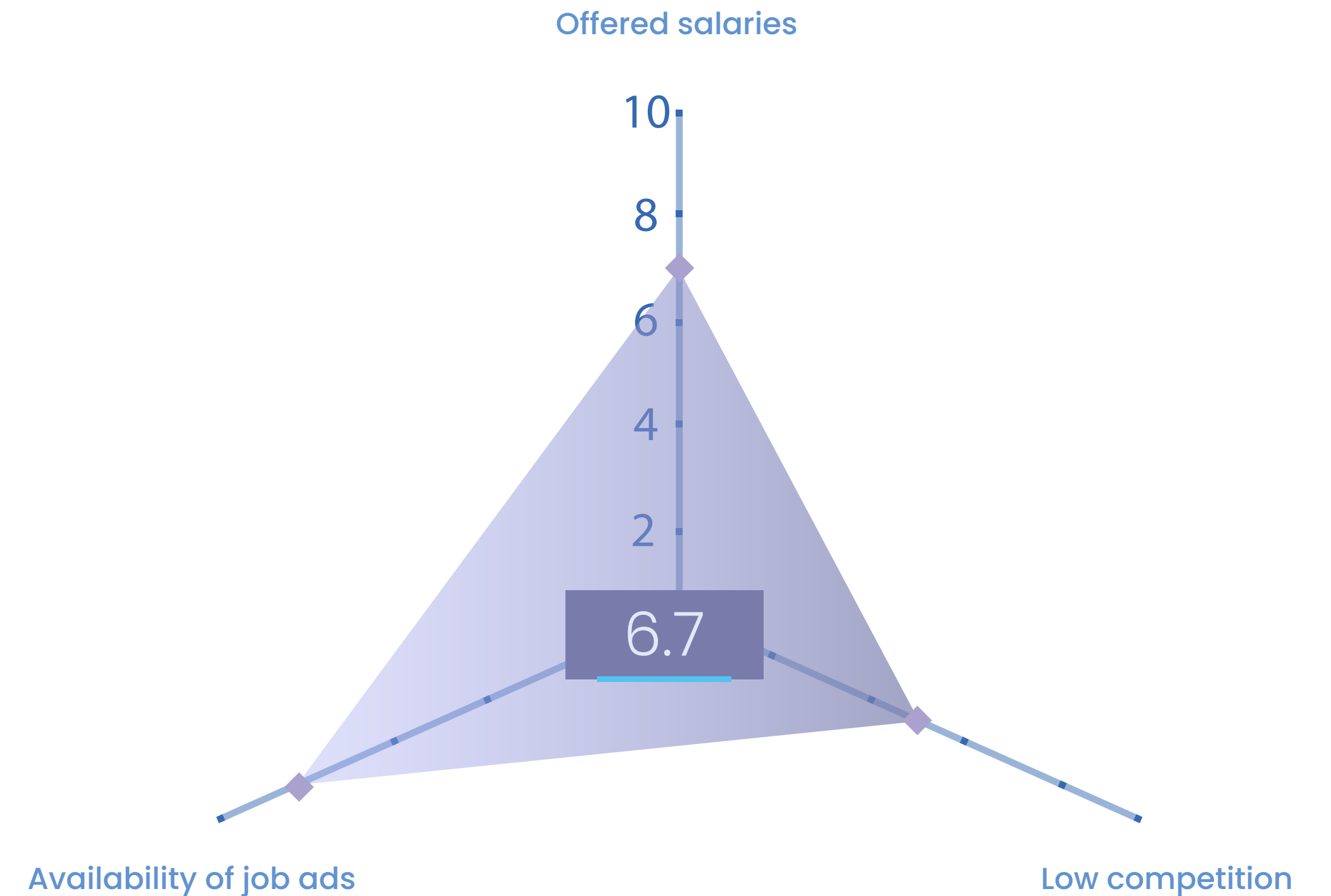
.Fullstack

/ Share of category in the total IT job market

9.4%

Offered salaries

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	7,000 – 10,000	6,000 – 10,000	105
Mid	16,800 – 22,800	13,500 – 18,900	44
Senior	23,500 – 29,400	19,000 – 25,000	26

6.7

Availability of job ads

Low competition

Other categories with the highest match of key requirements

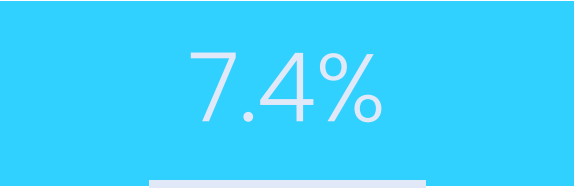Frontend — JavaScript 64% — React 54% — TypeScript 52%

Backend — Java 42% — SQL 26%

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.DevOps

Share of category in the total IT job market　　7.4%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	8,400 – 12,000	7,500 – 12,000	83
Mid	18,000 – 24,000	13 000 – 19,900	29
Senior	25,000 – 30,200	19,000 – 25,000	19

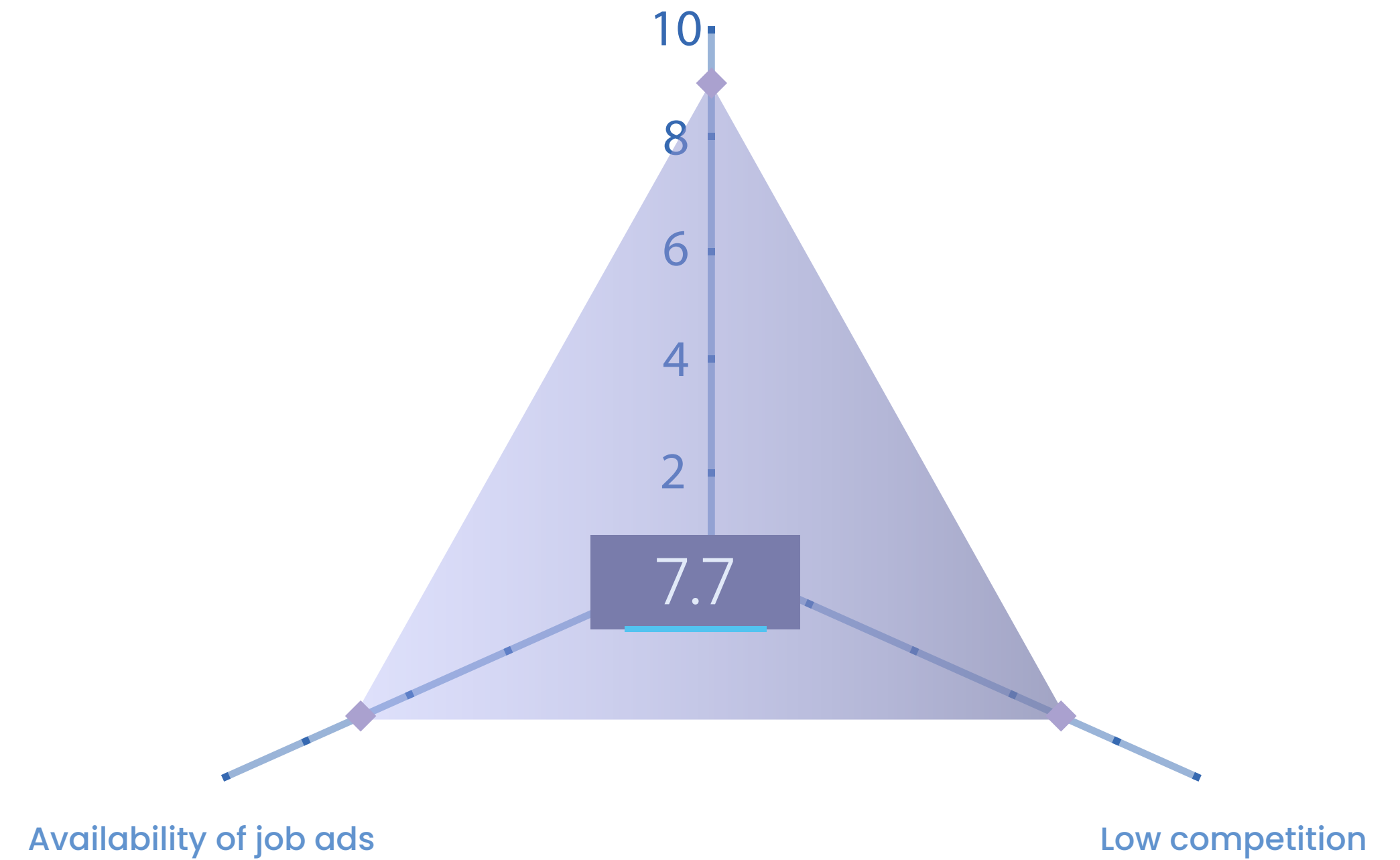**Other categories with the highest match of key requirements**

Backend　　Python 19%　　Docker 17%　　Kubernetes 11%

Offered salaries

10
8
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7.7

Availability of job ads

Low competition

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.Testing/QA

Share of category in the total IT job market | 6.5%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	5,900 − 8,400	6,000 − 8,000	236
Mid	13,400 − 20,200	10,000 − 16,000	113
Senior	20,000 − 24,200	16,300 − 20,800	40

Offered salaries

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4.3

Availability of job ads

Low competition

Other categories with the highest match of key requirements
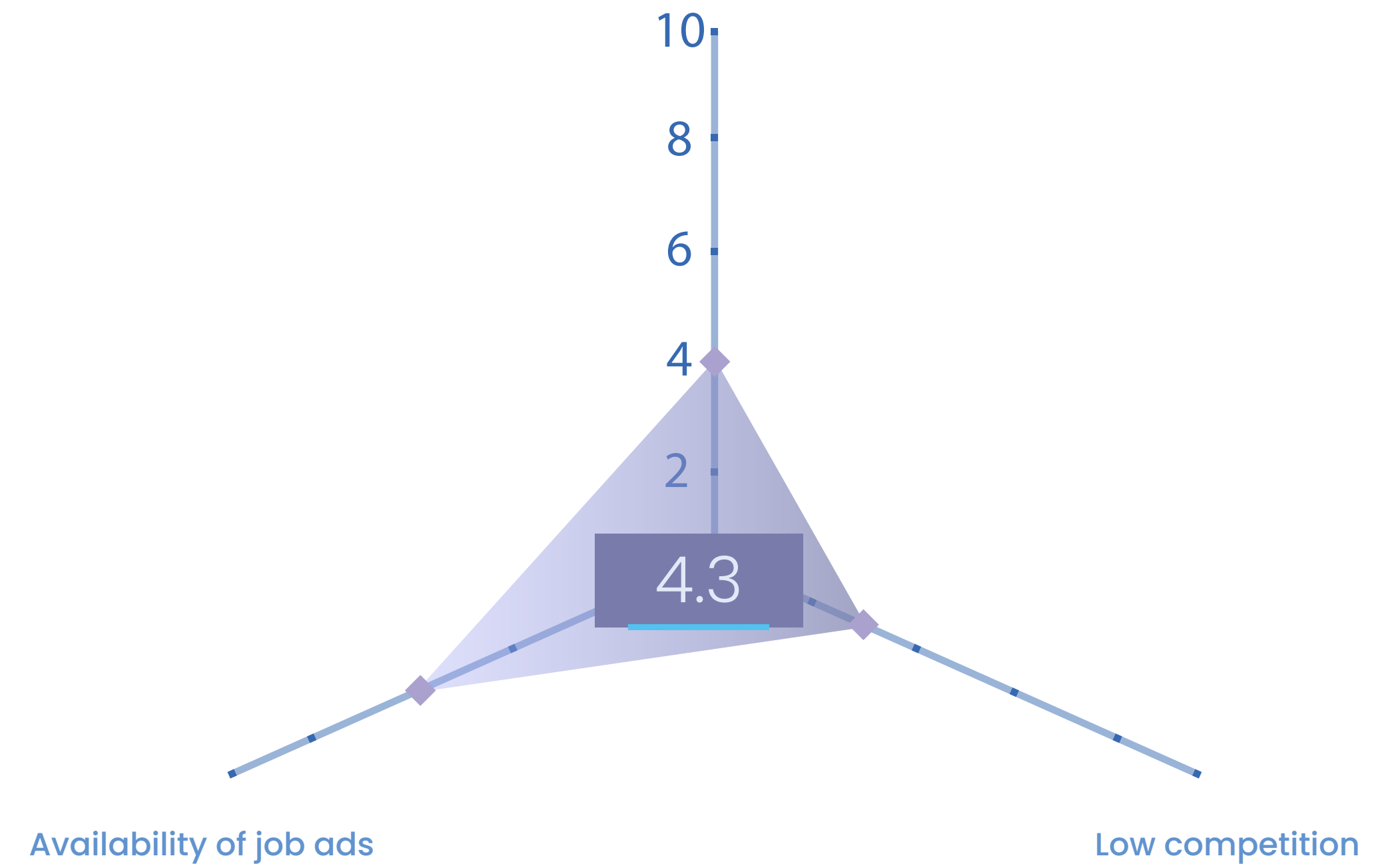
Backend | Java 42% | SQL 26% | Python 19%

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.Frontend

Share of category in the total IT job market   `5.5%`

Salaries offered and average number of applications per job ad

	B2B	**UoP**	**CV**
Junior	8,400 – 11,800	8,000 – 10,000	463
Mid	14,300 – 21,800	12,000 – 18,000	215
Senior	20,200 – 27,000	18,000 – 22,100	98

Other categories with the highest match of key requirements

Fullstack | JavaScript 47% | React 33% | TypeScript 28% |

Offered salaries
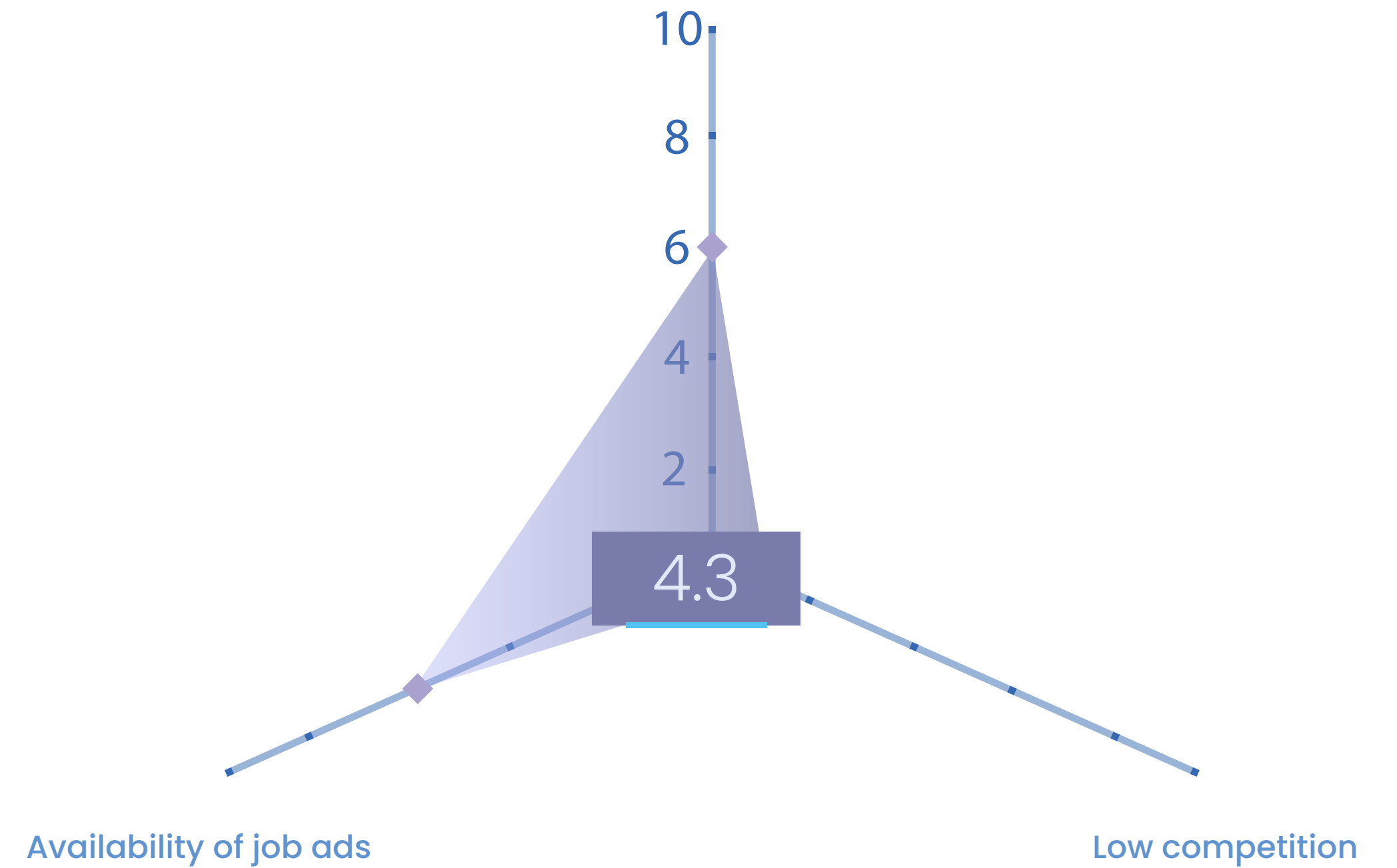
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4.3

Availability of job ads   **Low competition**

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.AI

Share of category in the total IT job market   **5.1%**

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	8,000 − 9,000	6,700 − 10,100	203
Mid	15,100 − 21,000	13,000 − 19,000	37
Senior	22,700 − 31,600	18,000 − 28,000	21

Other categories with the highest match of key requirements

Data & BI   SQL 63%   Python 52%

Offered salaries
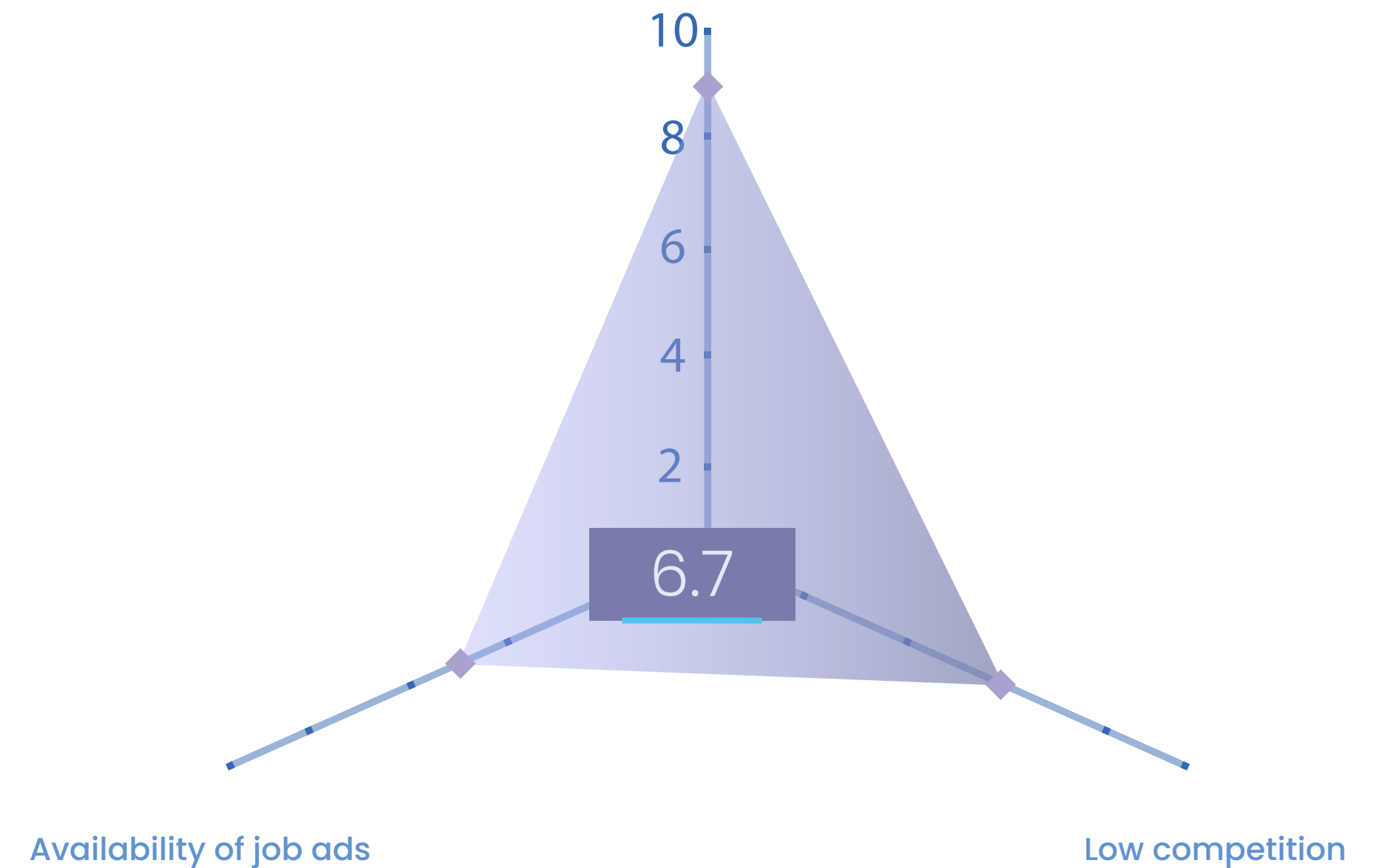
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6.7

Availability of job ads   **Low competition**

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.Game Dev

Share of category in the total IT job market

3.9%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	4,800 – 7,300	4,500 – 5,500	14
Mid	12,000 – 20,000	12,000 – 18,000	15
Senior	20,000 – 26,000	20,200 – 28,000	8

Offered salaries

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6.3

Availability of job ads

Low competition

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.
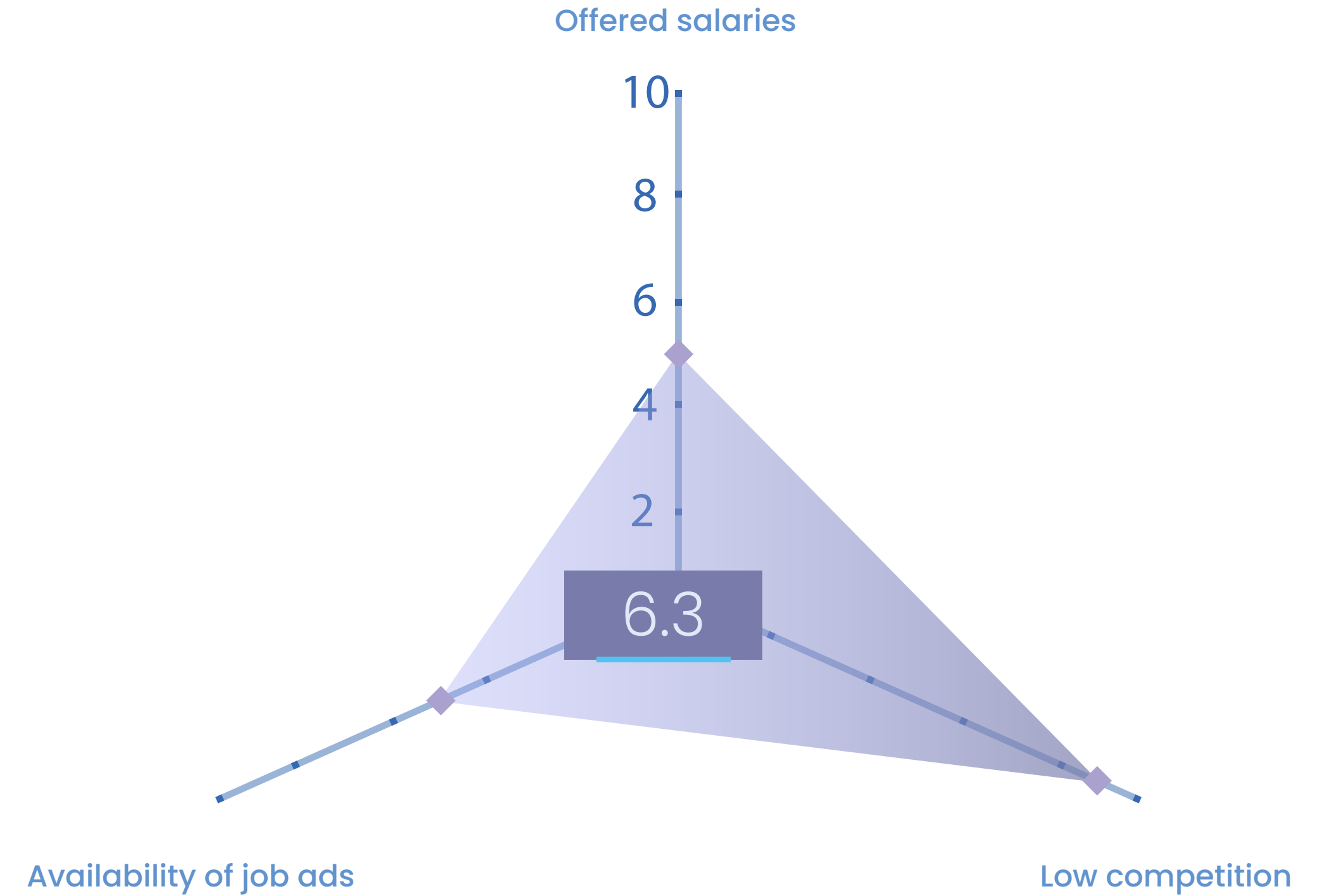
.ERP

Share of category in the total IT job market 3.8%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	10,000 – 12,000	6,500 – 10,000	15
Mid	16,000 – 24,000	13,500 – 18,000	9
Senior	25,600 – 30,200	17,300 – 24,000	5

Offered salaries

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Availability of job ads

Low competition

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.
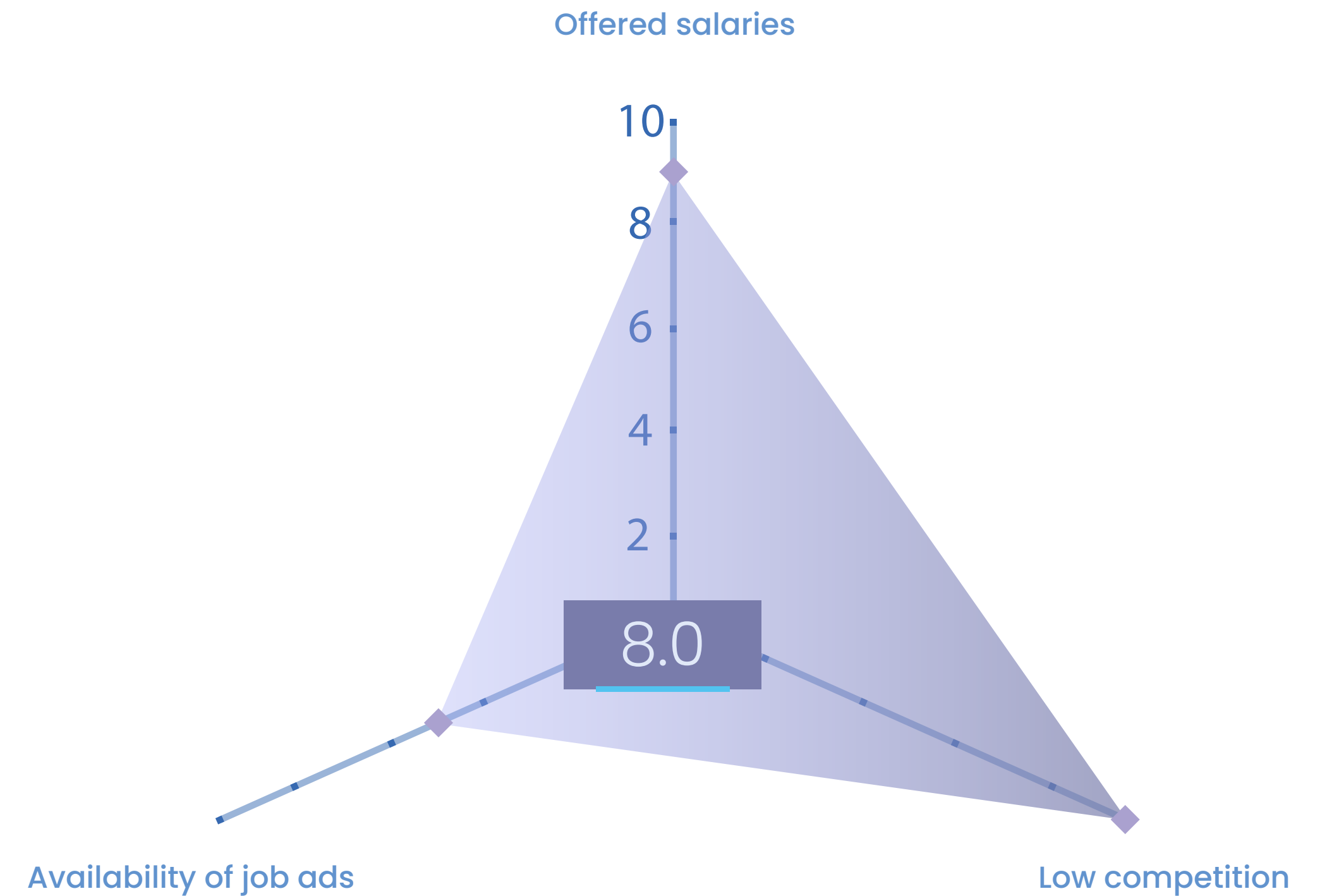
.IT System Administration

/ **Share of category in the total IT job market** 3.7%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	8,000 – 12,000	8,000 – 10,000	32
Mid	15,100 – 20,200	11,500 – 16,000	19
Senior	23,500 – 27,600	15,500 – 20,000	13

Other categories with the highest match of key requirements

IT Support Windows 25% Linux 16%

Offered salaries
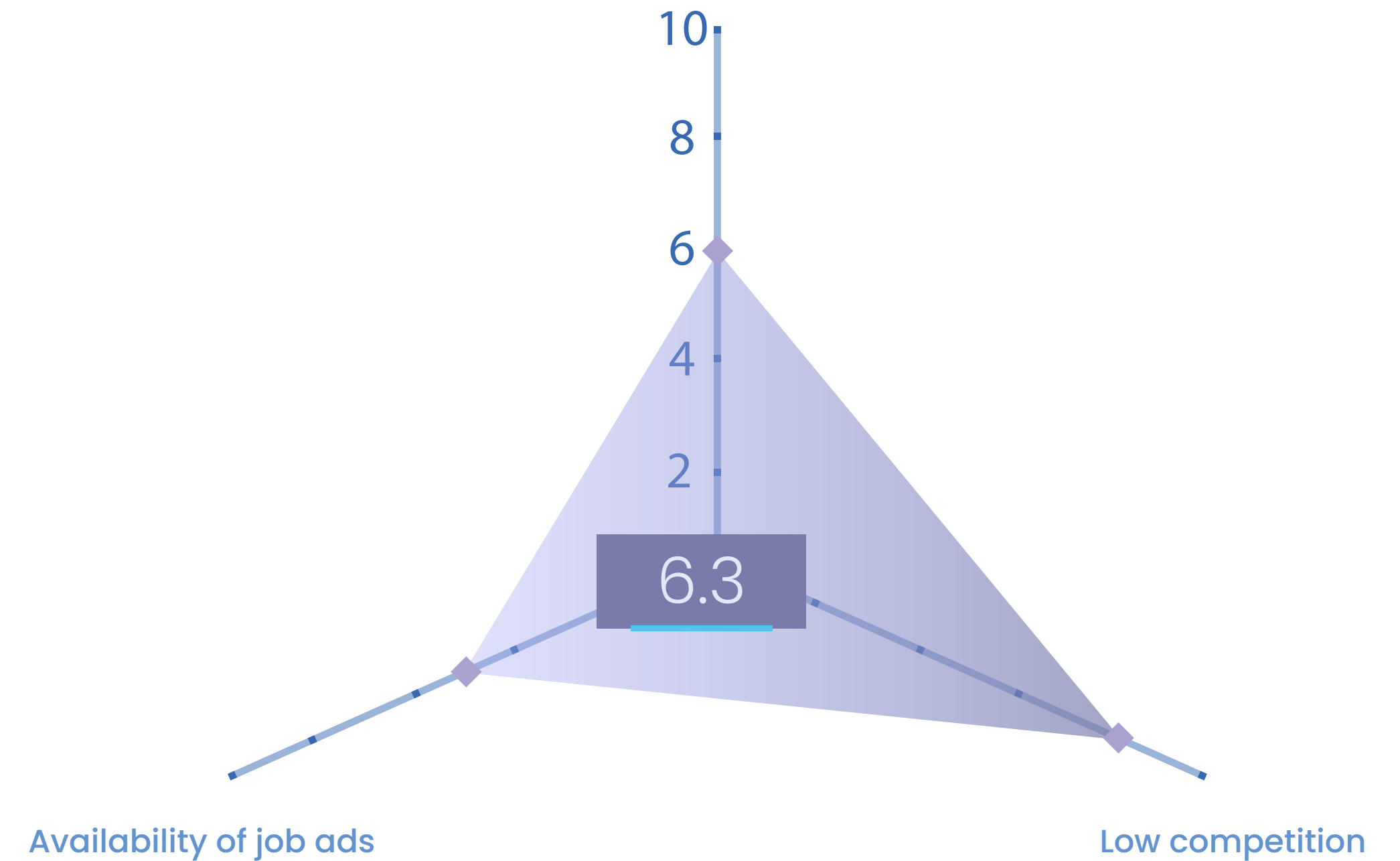
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Availability of job ads **Low competition**

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.IT Support

Share of category in the total IT job market

3.7%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	6,300 – 8,800	6,000 – 8,000	47
Mid	10,000 – 15,500	8,000 – 10,000	50
Senior	14,000 – 22,000	11,600 – 15,300	28

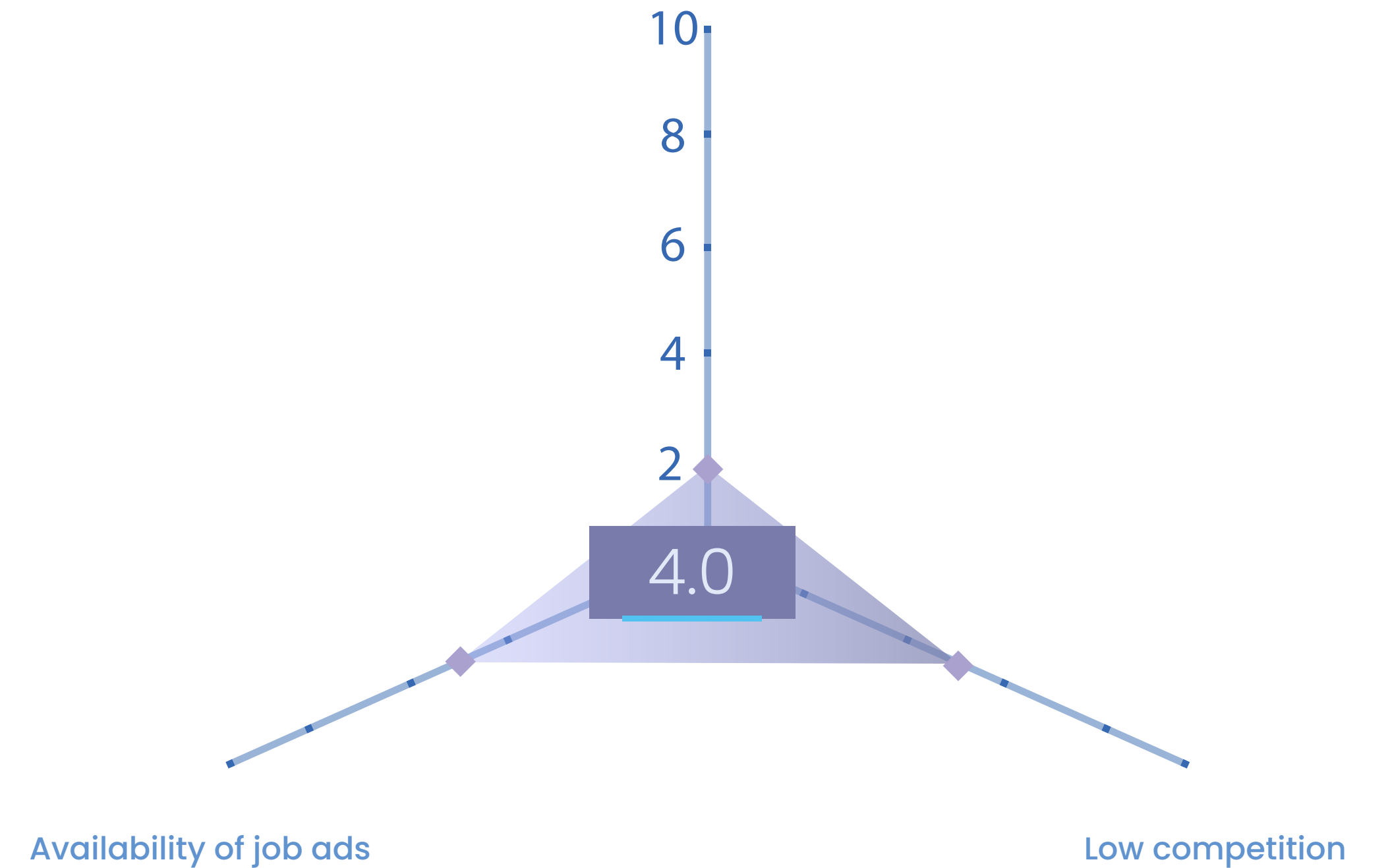## Other categories with the highest match of key requirements

IT System Administration

| Linux 38% | Windows 31% | Active Directory 12% |

Offered salaries

10
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4.0

Availability of job ads

Low competition

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.Business Analysis

Share of category in the total IT job market   **3.6%**

Offered salaries

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	5,000 − 7,300	4,500 − 7,000	67
Mid	16,800 − 23,300	10,000 − 15,000	44
Senior	20,200 − 23,500	15,000 − 19,000	47

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4.7

Availability of job ads   **Low competition**

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.
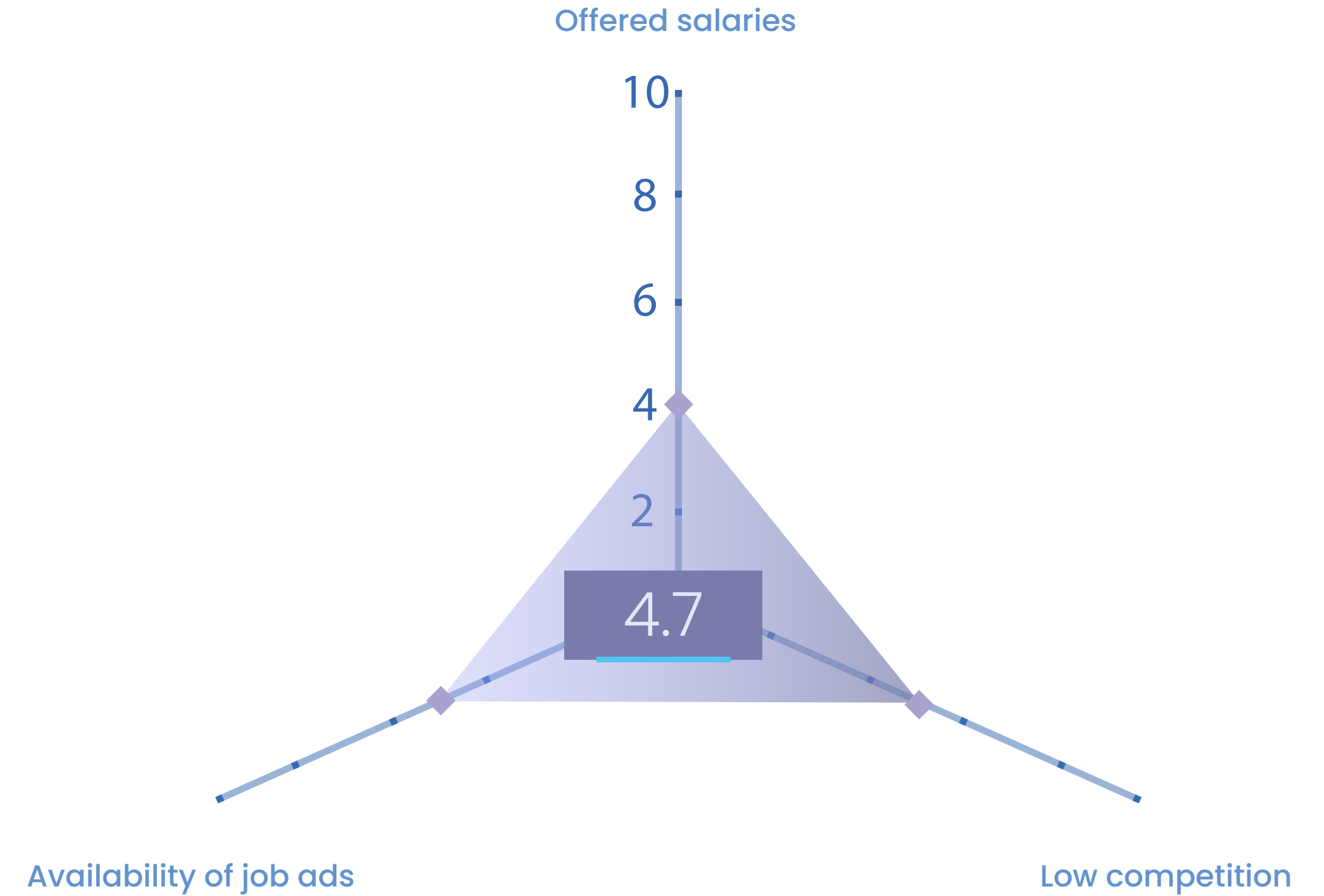
.Project Management

/ Share of category in the total IT job market   3.6%

Offered salaries

Salaries offered and average number of applications per job ad

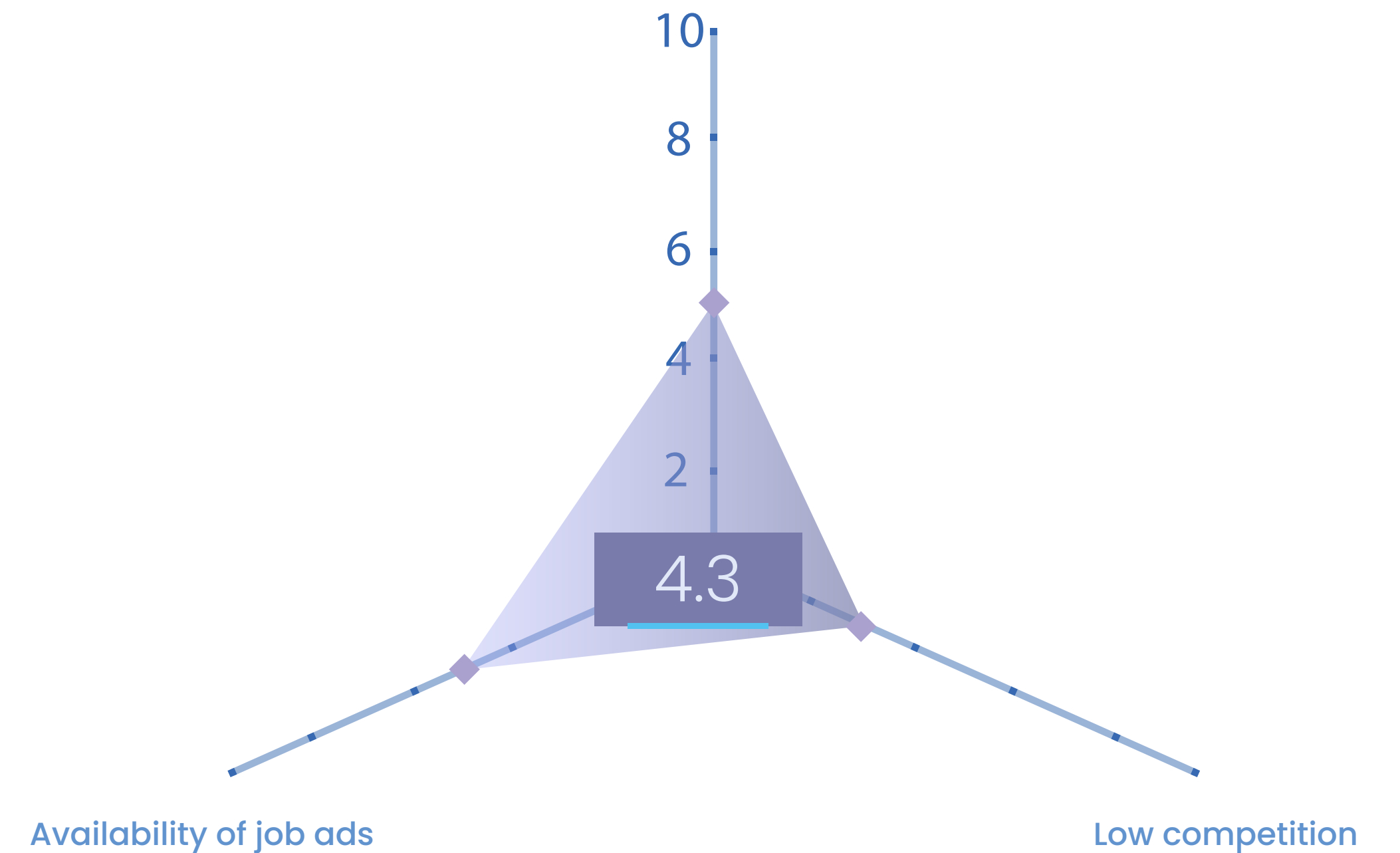|	B2B	UoP	CV
Junior	6,400 – 9,500	6,000 – 8,000	206
Mid	14,000 – 18,500	11,400 – 14,700	102
Senior	19,200 – 25,000	15,000 – 20,500	71

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4.3

Availability of job ads

Low competition

Other categories with the highest match of key requirements

Agile/Scrum Master   Jira 36%   Agile 36%

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.
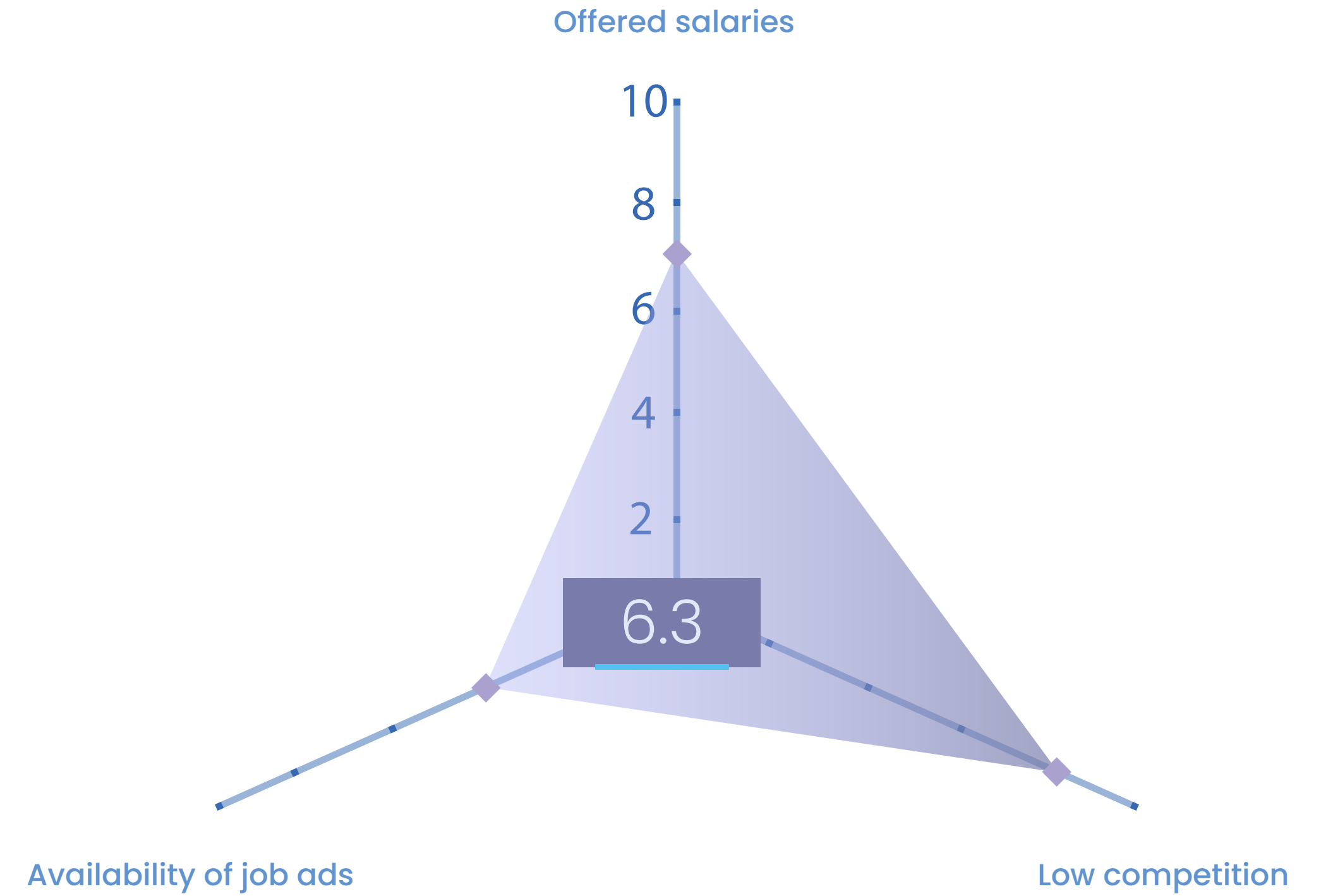
.Security

/ **Share of category in the total IT job market** 2.7%

Salaries offered and average number of applications per job ad

	B2B	**UoP**	**CV**
Junior	11,000 – 14,000	6,200 – 8,000	69
Mid	16,000 – 21,000	14,000 – 18,500	18
Senior	22,000 – 29,400	20,000 – 28,000	15

Offered salaries

6.3

Availability of job ads

Low competition

Other categories with the highest match of key requirements

DevOps   AWS 36%   Linux 36%   Azure 24%

Architecture   Azure 33%   AWS 25%

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.Mobile

/ Share of category in the total IT job market   2.7%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	8,000 – 9,700	7,800 – 10,500	67
Mid	17,000 – 23,000	15,400 – 20,000	48
Senior	23,000 – 30,000	19,100 – 25,000	29

Other categories with the highest match of key requirements

Fullstack   Java 28%   Rest API 15%

Offered salaries
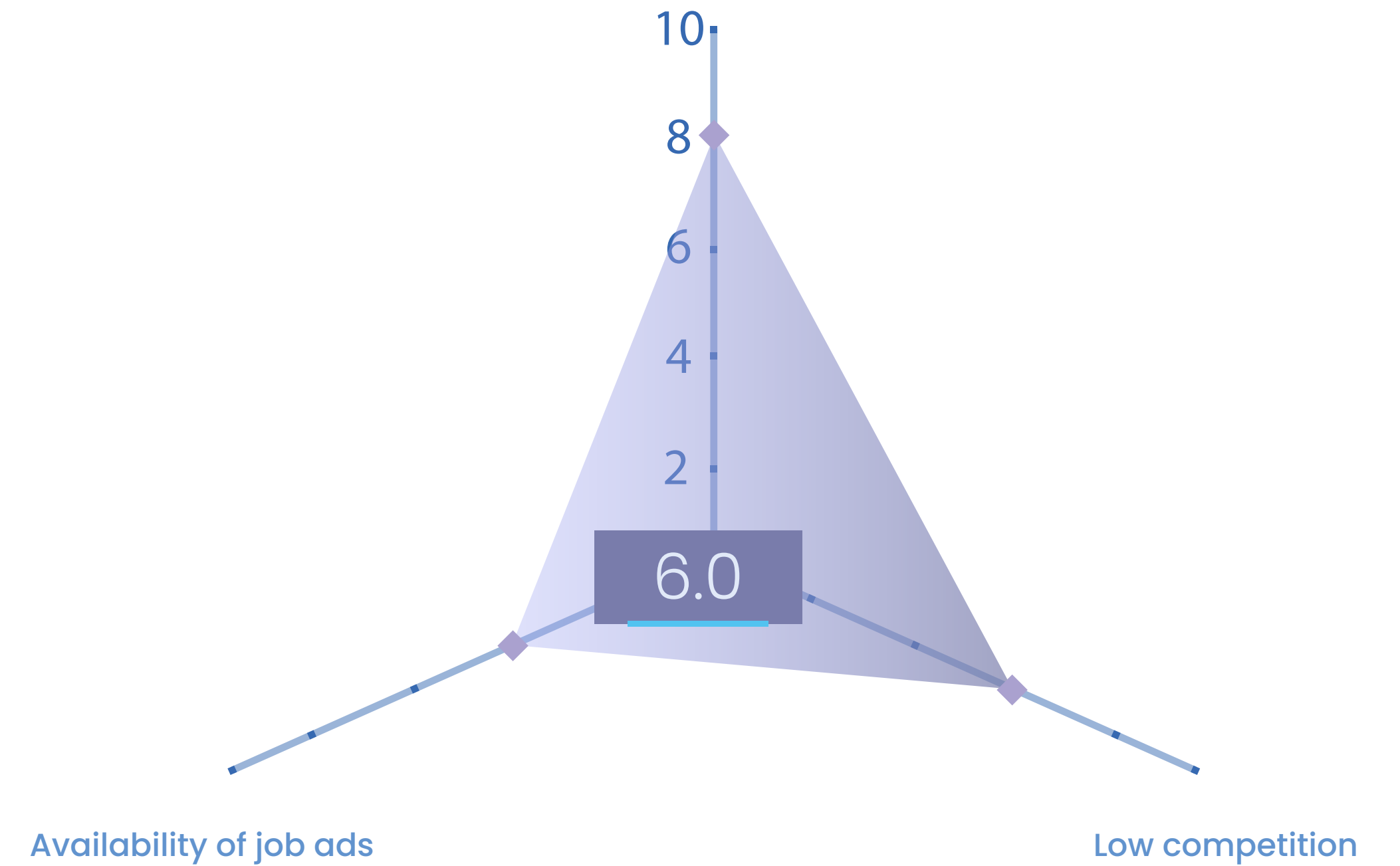
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Availability of job ads   **Low competition**

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.Architecture

Share of category in the total IT job market 2.1%

Salaries offered and average number of applications per job ad

	B2B	**UoP**	**CV**
Junior	7,000 – 10,000	9,000 – 12,000	9
Mid	25,000 – 33,300	24,000 – 29,000	9
Senior	26,900 – 32,000	20,800 – 26,000	9

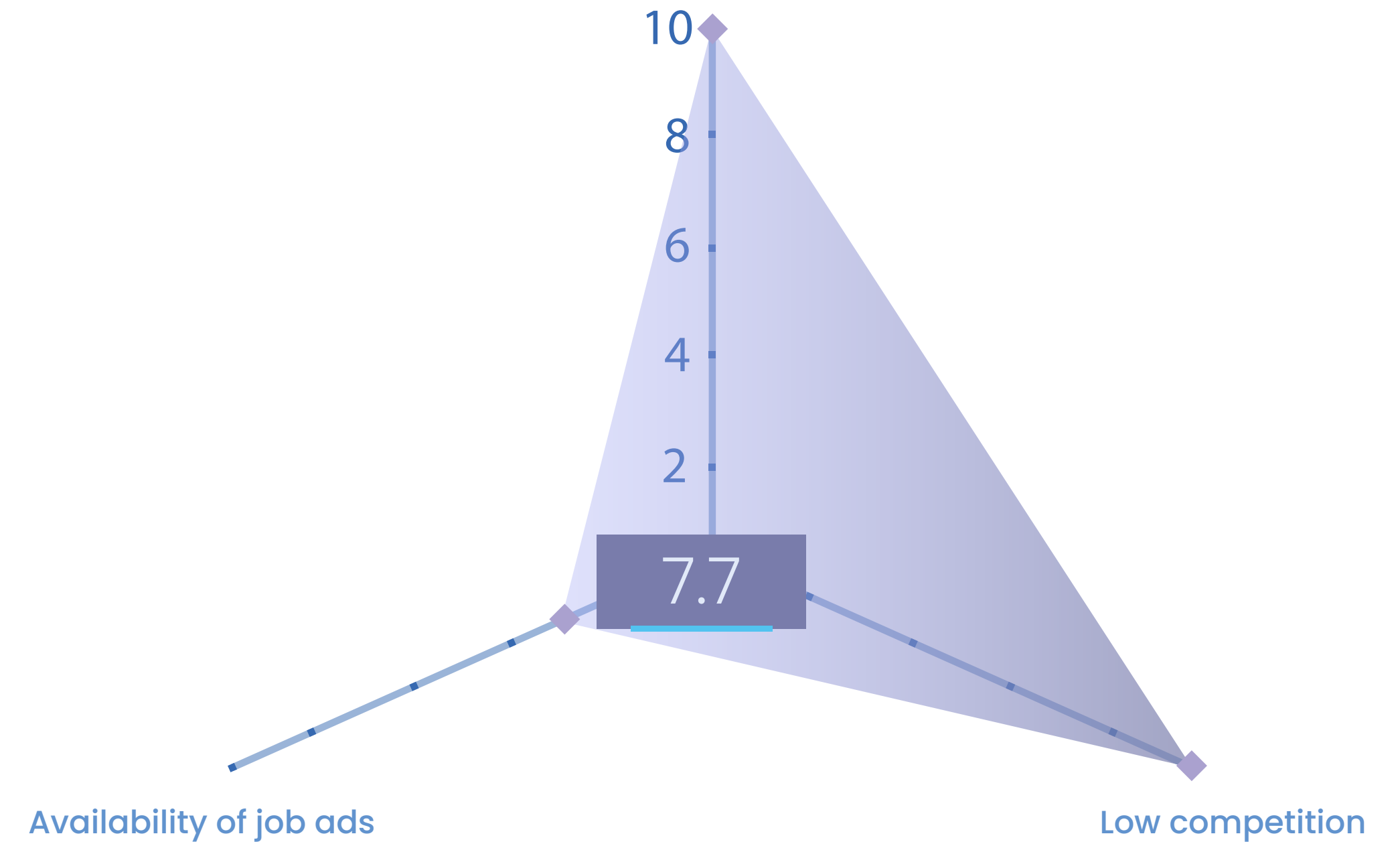Other categories with the highest match of key requirements

DevOps | Kubernetes 50% | AWS 36% | Azure 24%

Offered salaries

10
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7.7

Availability of job ads

Low competition

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.
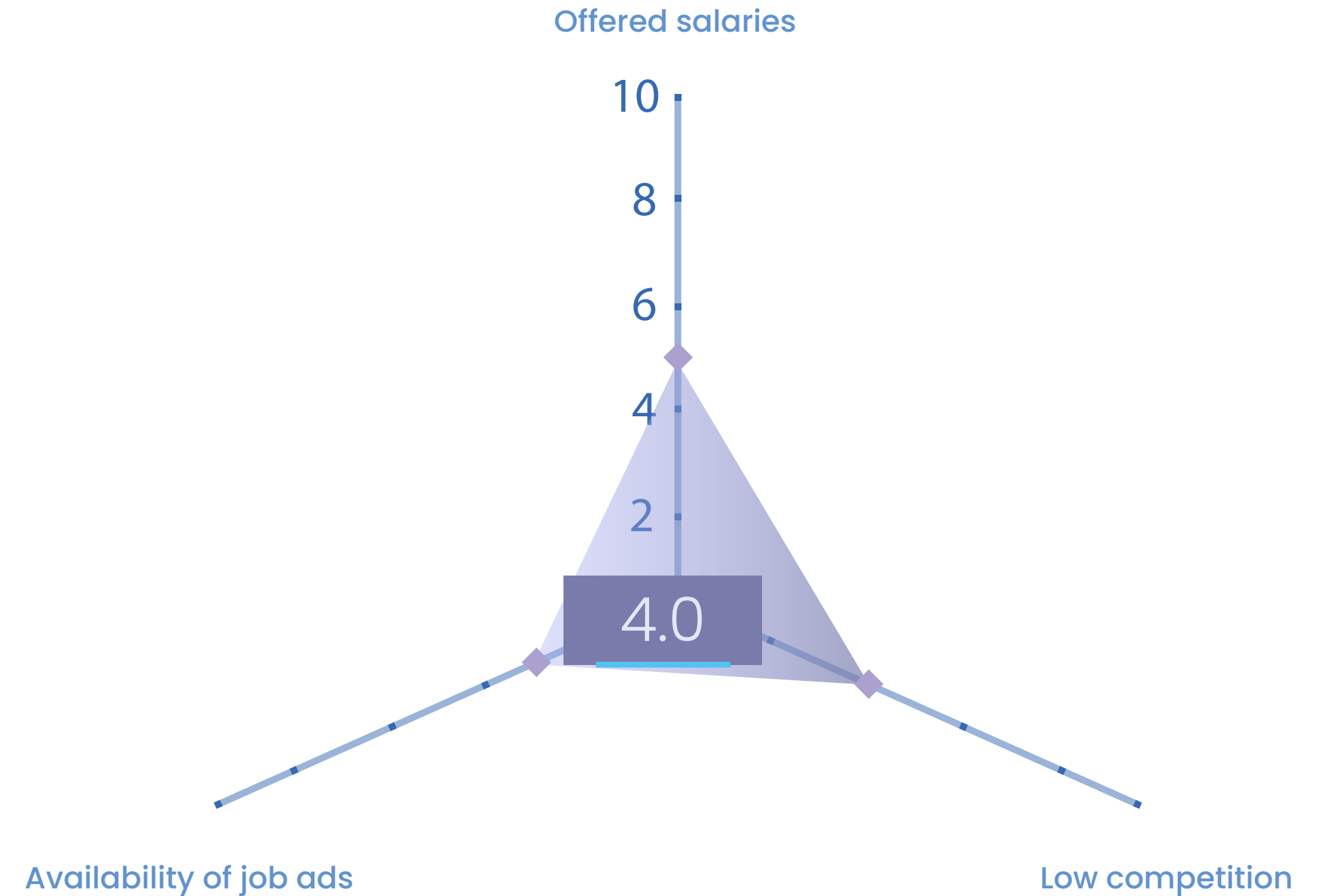
.Product Management

/ **Share of category in the total IT job market**

2%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	5,000 – 8,500	5,500 – 8,000	13
Mid	16,800 – 24,300	14,000 – 20,000	70
Senior	19,000 – 27,000	15,000 – 22,400	67

Offered salaries

10
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4.0

Availability of job ads

Low competition

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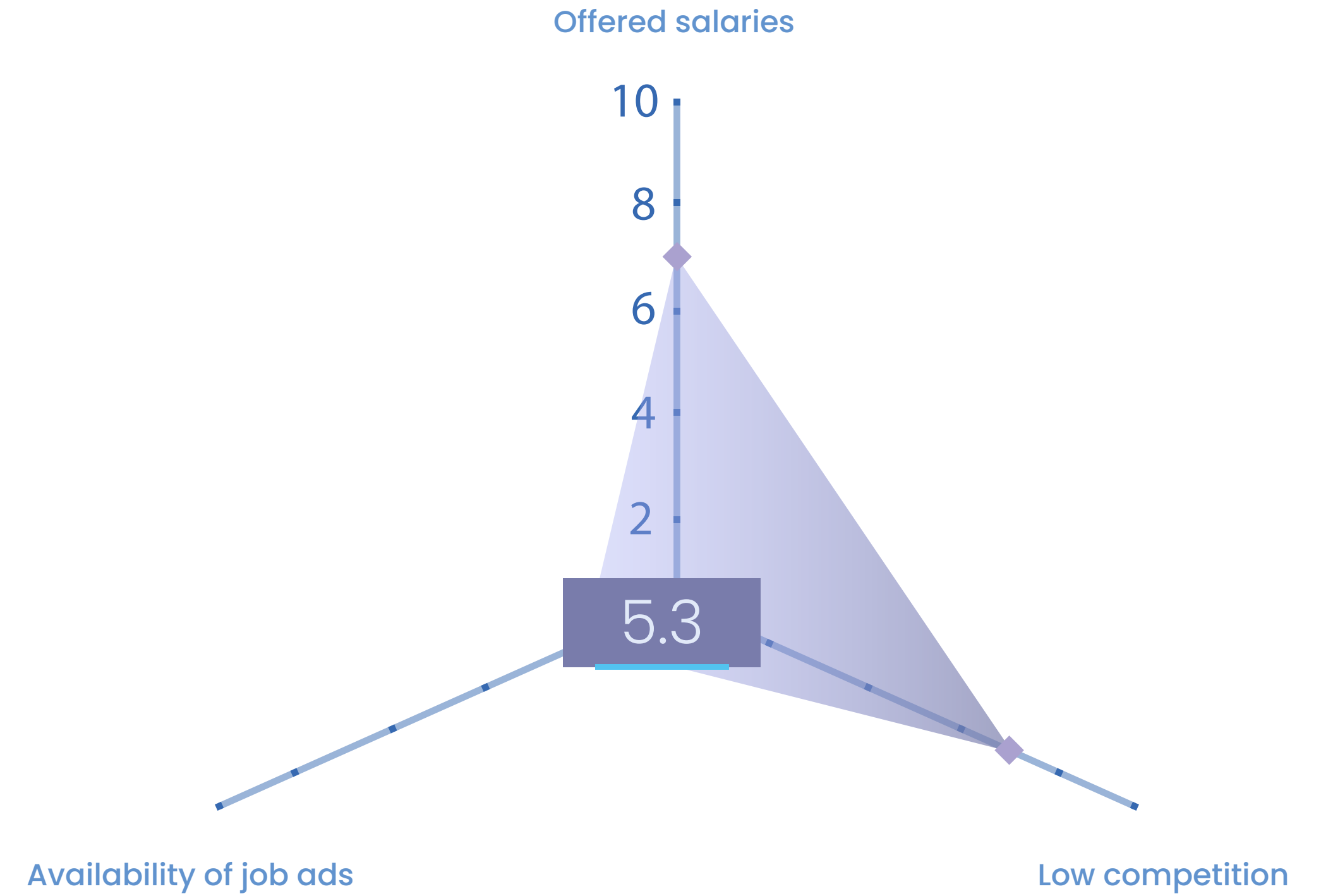
.Embedded

/ **Share of category in the total IT job market** 1.8%

Offered salaries

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	6,400 − 9,500	7,000 − 9,500	28
Mid	16,000 − 23,000	12,000 − 17,000	32
Senior	19,300 − 29,000	17,000 − 21,000	25

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5.3

Availability of job ads

Low competition

Other categories with the highest match of key requirements

IT System Administration   Linux 38%   Python 12%

Architecture   Python 25%   Linux 12%

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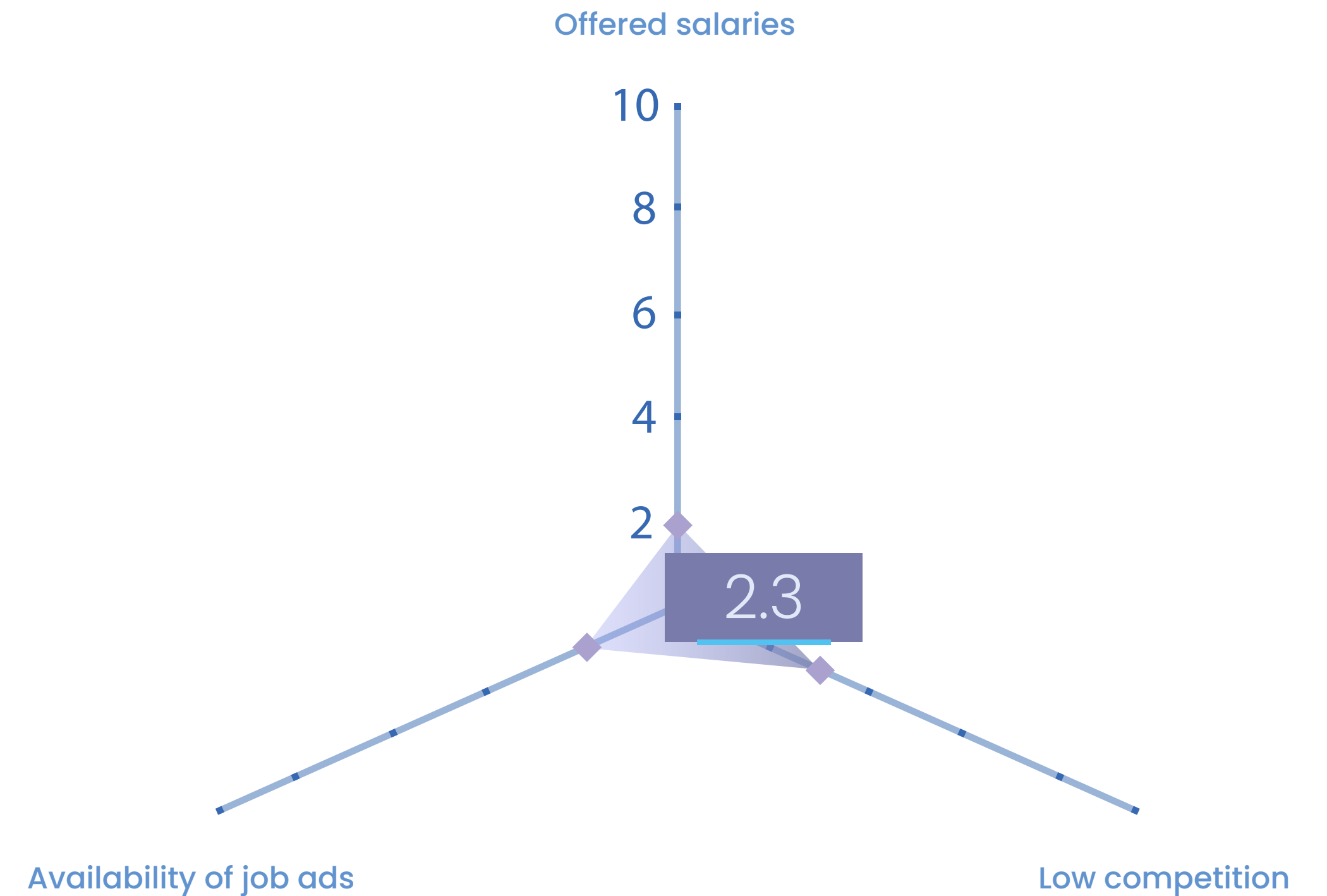
.UX/UI/Design

Share of category in the total IT job market | 1.5% |

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	6,200 – 7,400	5,400 – 6,400	126
Mid	11,000 – 16,000	9,300 – 13,500	120
Senior	16,000 – 21,000	12,300 – 17,300	81

Offered salaries

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2.3

Availability of job ads   **Low competition**

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for Q1 2024. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in Q1 2024. Category share based on advertisements published on nofluffjobs.com in Q1 2024.

.Agile/Scrum Master

/ Share of category in the total IT job market 0.5%

Salaries offered and average number of applications per job ad

	B2B	UoP	CV
Junior	7,000 – 11,000	6,000 – 7,800	154
Mid	16,800 – 23,000	12,300 – 17,000	102
Senior	21,800 – 26,900	16,600 – 20,000	144

Other categories with the highest match of key requirements

Project Management Jira 23% Agile 13%

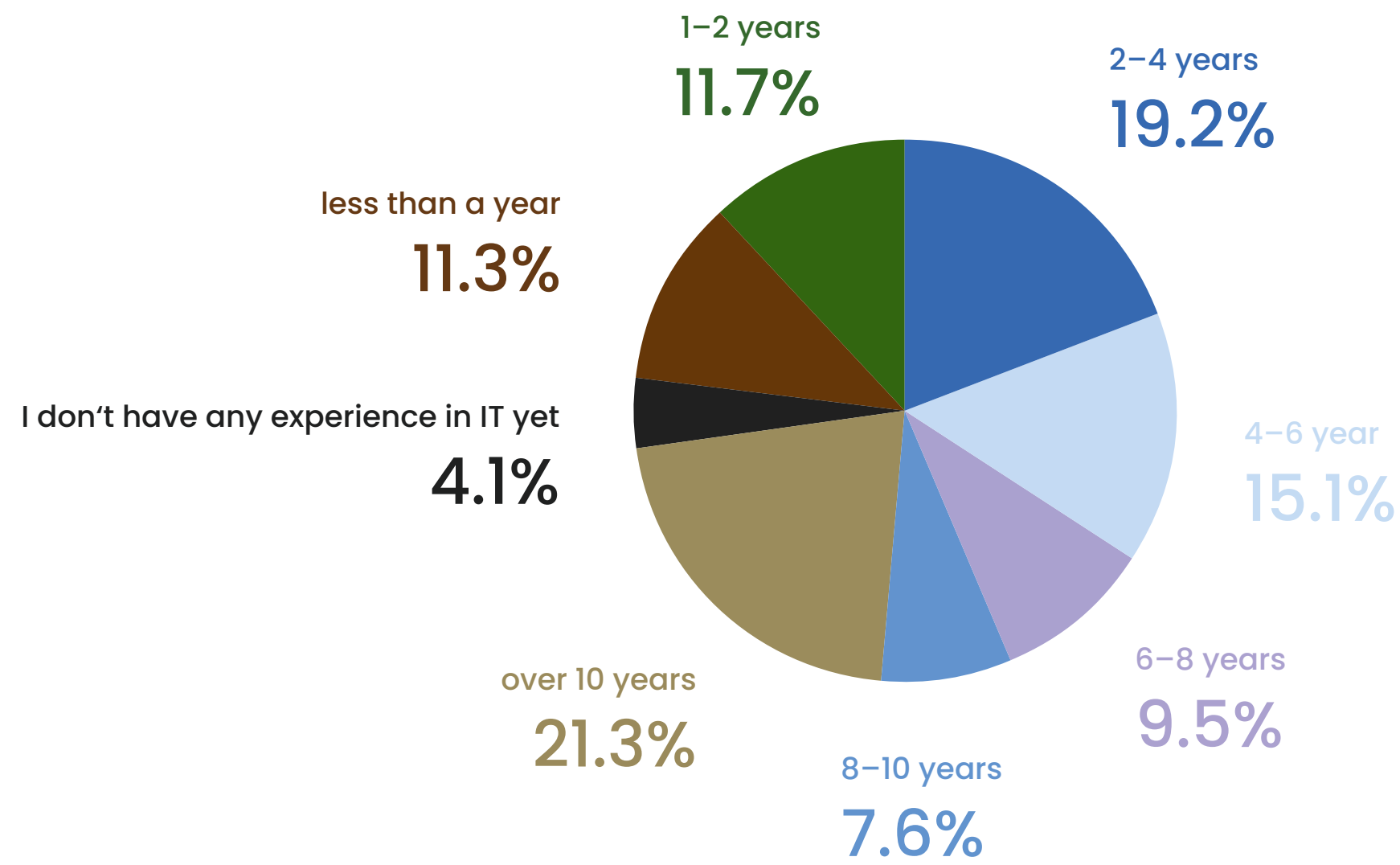**Offered salaries**
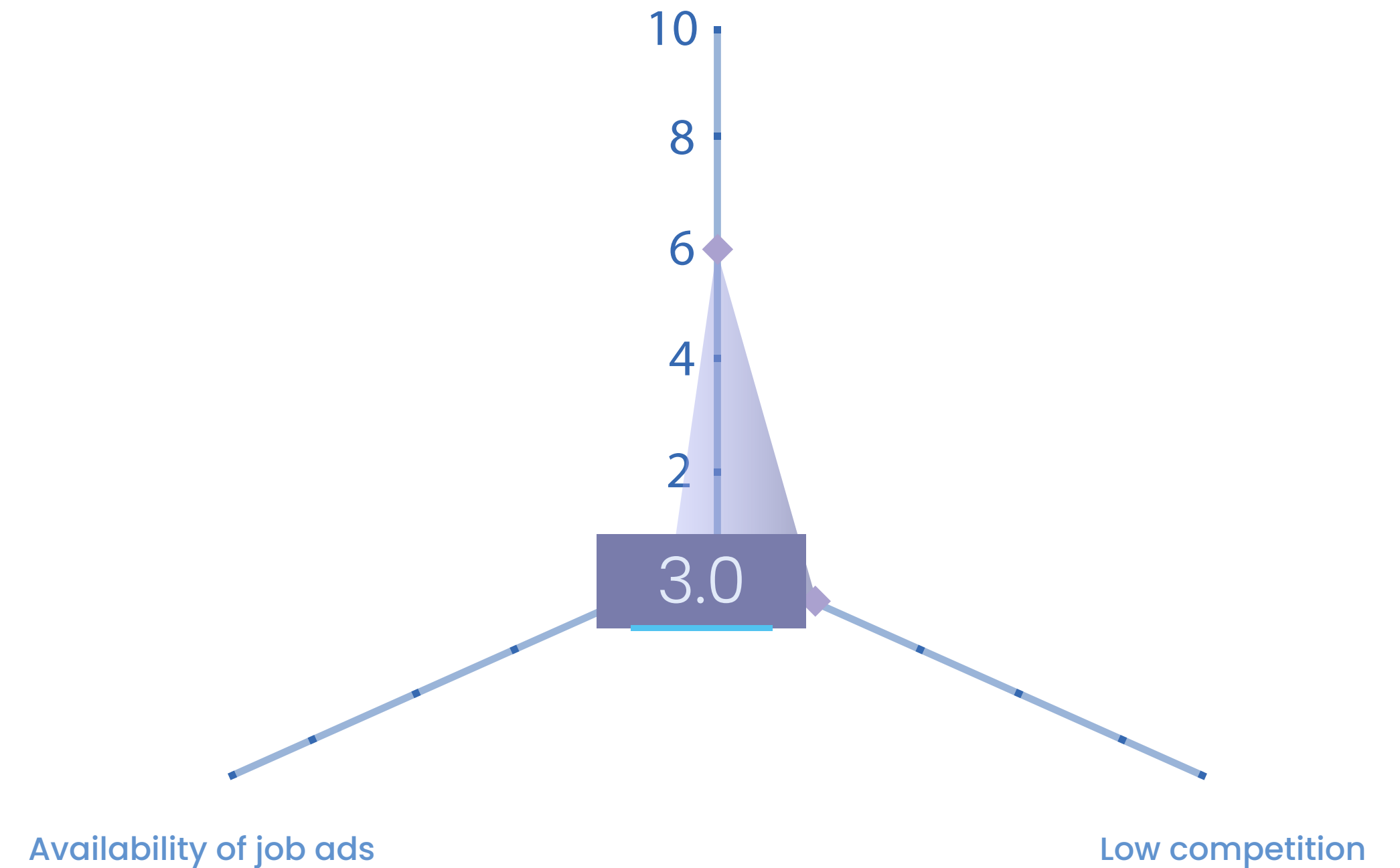
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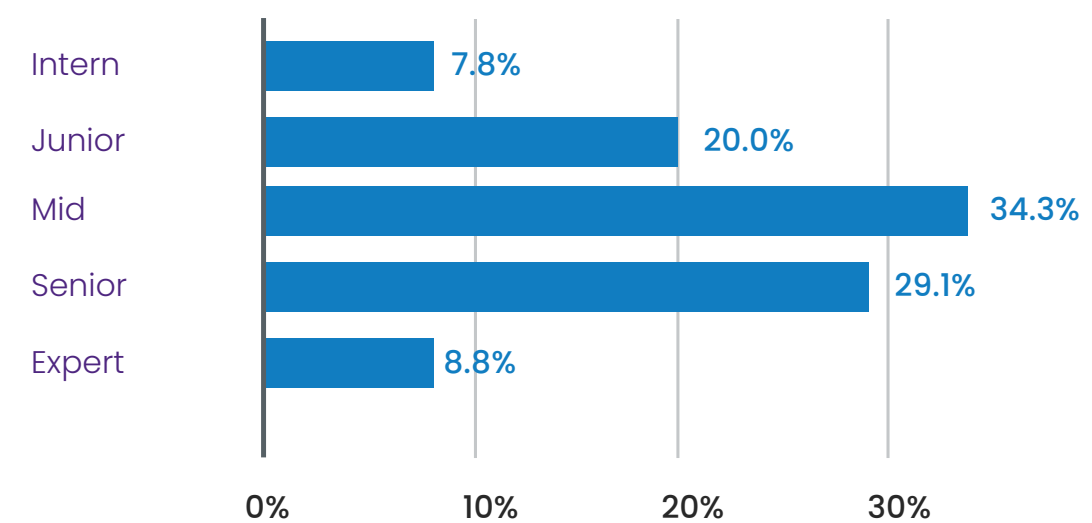
Availability of job ads **Low competition**

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Years of experience in IT

1–2 years
11.7%

2–4 years
19.2%

less than a year
11.3%

4–6 year
15.1%

I don't have any experience in IT yet
4.1%

6–8 years
9.5%

over 10 years
21.3%

8–10 years
7.6%

Level of seniority

Level	%
Intern	7.8%
Junior	20.0%
Mid	34.3%
Senior	29.1%
Expert	8.8%

About the study

Study duration: Mar-Apr 2024

Method: CAWI

Sample: 2,583 IT specialists

The report is based on a survey we distributed via e-mails and social media. We refer to data from other sources, too.

The survey was conducted among both working and job-seeking IT professionals from Poland. Responses to most questions were randomized. Not all questions were obligatory, and the respondents could stop the survey at any time.

As for specializations, Backend (27.3%), Frontend (18.2%), Fullstack (15.6%), and Testing/QA (11.9%) specialists constituted the biggest groups among the respondents.

The maximum error was estimated at different levels depending on the group of people surveyed in a given question (e.g., people who have a job in IT, or those who don't; people actively looking for a job, or those less actively looking for a job). Thus, it ranges from 2% (questions with more than 1,650 responses) to 5% (questions with more than 400 responses).

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As of July 2024

Have a question or an idea for collaboration? Contact us
marketing@nofluffjobs.com