

RTBHOUSE =

# IT Job Market in Poland 2024/2025

Is the industry recovering?



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## Hopes for better years ahead

We described 2023 briefly: as an interesting year. Why? Because for the first time in the history of the Polish IT industry, it was apparent that something “jammed.” After years of increases in salaries, the number of job ads, and the availability of remote work, the year of truth had come. We were then faced with a serious decline in almost all important metrics. In the spring of 2024, the situation didn’t look any better, which led us to publish a report with a very telling title: [Jobs Crisis in IT](#).

At the beginning of 2025, this is still quite a real prospect, because the industry is still facing a shortage of vacant positions (or is unable to create them) in the current economic realities. At the same time, there are still plenty of job seekers on the market who, since ending their previous projects (or layoffs), cannot find a new job. Juniors and people who switched careers into IT believed a few years ago that tying their professional future to the technology sector was a safe bet, but now they bear the brunt of the stagnation.

We don’t quite know what the future holds. Throughout 2024, we have again seen (albeit smaller than the year before) declines in the number of job postings across the market, and there is a noticeable trend toward stabilizing salaries. Job seekers’ frustration is growing because the situation is eminently less than ideal: they send out dozens of resumes for various positions, hiring managers thus drown in applications. As a result, not everyone has a chance to get the much-needed feedback from recruiters to know where they stand.

This newly emerged employer-driven market has again led to an increase in the share of job ads without any pay information. And, after all, it is also a very important element of “candidate-to-employer feedback,” which could reduce the number of inappropriate applications. Thus, No Fluff Jobs’ fight for the improvement of the job market standards, carried out since 2014, gains even more importance. We are proud that in 10 years of operation one thing has not changed: on [nofluffjobs.com](#), employers are obliged to publish salary ranges in each ad. And we know that companies that do so will be ready for the new legislation on equal pay and transparency that is already looming on the horizon.

**Tomasz Bujok, CEO, and Magdalena Gawłowska-Bujok, COO, No Fluff Jobs**



## What did the 2024 IT job market look like from your point of view?

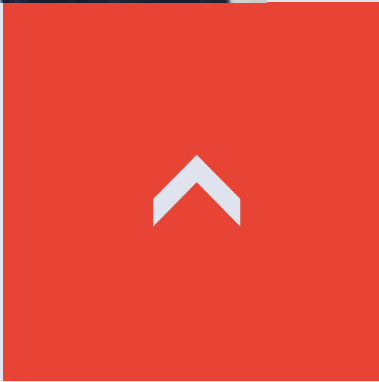
The IT/tech job market in Poland in 2024 showed signs of recovery after a period of stagnation in the previous year. Salaries have stabilized with a slight upward trend, and specialists in AI/ML, data analytics, and cybersecurity were and are especially sought-after.

Poland continues to be an attractive destination for both companies looking for IT talent and candidates looking for jobs offering interesting challenges and good terms of cooperation. We have a relatively large number of IT projects, high-level Polish tech companies, or branches of renowned companies from outside the country. In addition, there are many shared service centers and a large base of highly skilled programmers, which add up to ideal conditions for the development of the industry.

At RTB House, the demand for employees in the tech field in 2024 was stable and at a high level. As one of Europe's fastest-growing companies in the technology industry, we are constantly looking for the best specialists to develop our projects.

In 2025, we plan to continue our current operation and sizable recruitment activity. We anticipate growth in the data analytics sector, a large number of new positions in machine learning, and the development of our team responsible for the maintenance and development of the platform (backend development).

**Michał Garbowski, Head of Technical Talent Acquisition, RTB House**



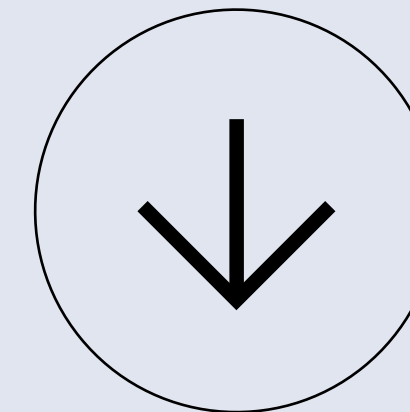


# Report partner

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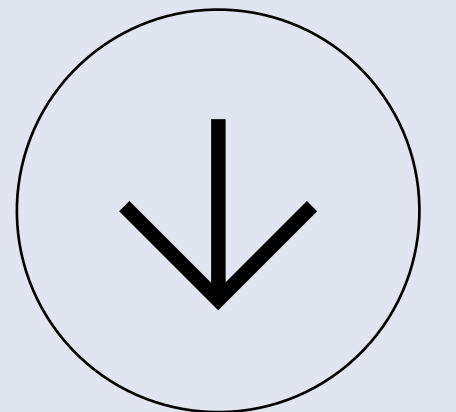
RTB House is a **Polish company** founded in 2012 in Warsaw, developing **advertising technologies** for the biggest international businesses.

Check out how you can cooperate with **RTB House**.



What does RTB House do?

**Company  
profile**



Want to be a part of RTHouse?

**See current  
job ads**

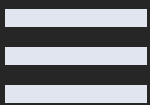






# Trends in the IT sector

The hot topics in the tech industry





## 2024 in a nutshell: key findings

In 2024, the number of **new job ads every month was on average 2.6% smaller** than in the previous year. The IT sector is still struggling to recover from the crisis of the last 2 years.

The average number of job applications for a single ad increased by 10% YOY. The increase is especially visible in the case of mid and senior vacancies (37% and 23% more applications, respectively). **The competition is bigger** in almost every specialization in IT.

Only some specializations **observed pay increases**. We saw **stagnation**, or even **decreases**, a lot more often than in 2023.

The number of job ads in **Game Dev, Scrum Master, Embedded**, and **Frontend** dropped significantly. On the other hand, **Security, Product Management, Data & BI**, and **AI** saw increases.

The number of applicants per offer in **Embedded almost doubled. Frontend** vacancies had the biggest number of candidates: **149 on average**, and if we only look at junior roles – **370!**

**Remote work** is still the most frequent model of work offered in IT job ads (over 47% of all ads), but every year the share decreases. The **hybrid work model quickly gains ground**. In 2024, the hybrid and in-office models had appeared in the same share of all ads.



# Are we in crisis still? Yet? At all?



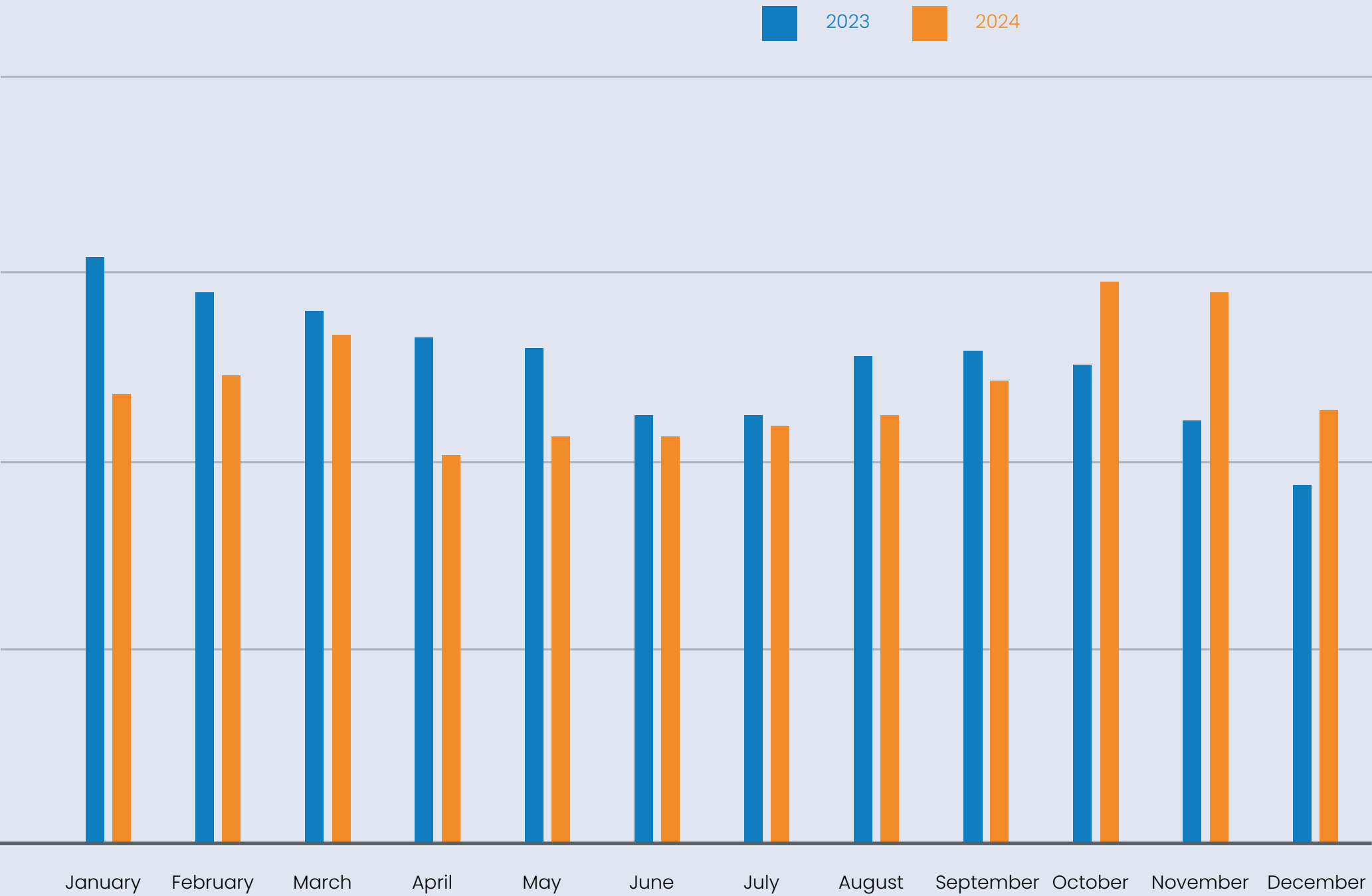
After a very bad 2023, everyone in IT waited for a recovery. Looking at 2024, we can finally say that the situation was **stable**.

Still, for such a dynamically evolving industry, stabilization can be a slap in the face. Anyway, to go up again, you need a bottom to rebound. The status quo in the number of ads and a little more applicants compared to the year before are telltale signs that we have a good foundation for the recovery of the IT job market.

In 2024, every month there were on average **2.6%** fewer job ads than the year before. However, Q4 showed us once again that it can make up for the whole year: there was **a 22% increase in the number of ads YOY**. We hope it's a sign of the long-awaited recovery.

As far as the type of business is concerned, software houses, HR agencies, and body-leasing companies, which together constitute a big chunk of the market, recruited less (depending on the classification of the business by 15–30%). Fortunately, this was evened out by the so-called production companies, mainly in fintech and telecommunications.

# New job ads per month 2023 vs. 2024





# Even more job applicants than the year before



In last year's report, we wrote that employers had a lot bigger choice of applicants than the year before. And in 2024, the pool **got even bigger**.

The average number of applications sent per single job ad **increased in almost every IT specialization**. If there were any declines (AI, Data & BI, Project Management), they were rather small, so we can still say the status quo was preserved in these cases.

Interestingly, the competition for junior roles slightly decreased in 2024. Still, it's not much consolation when 101 candidates fight for one job (105 the year before). **Mid jobs have seen a 37% increase** in the average number of candidates, while **senior jobs have seen a 23% increase**.

In search of shocking statistics, we should once again turn our attention to **Frontend**. A single job offer in this specialization receives **149** applications, and for junior roles alone, **370!** No other specialization comes half as close to that number.

Average number of applications per job ad 2023

40



Average number of applications per job ad 2024

44

## Biggest differences (average number of applications)

Embedded  
2023

13



Embedded  
2024

25

Frontend  
2023

113



Frontend  
2024

149

Fullstack  
2023

30



Fullstack  
2024

37

Mobile  
2023

29



Mobile  
2024

36



# How do you respond to increased candidate interest and find the right fit?

The average number of applications sent per single ad increased in almost all specializations. As a recruitment company, we see this clearly in all processes, regardless of the role for which we are hiring. The employee-driven job market is transforming into an employer-driven market, which makes it significantly easier to find candidates, even for more demanding IT positions.

We specialize in recruiting for mid and senior roles, where, according to the data, competition increased in 2024: there were 37% more applications from mids and 23% more from seniors. To respond to increased candidate interest effectively, we focus on three key areas: streamlining recruitment processes, accurately matching candidates to roles, and ensuring a positive candidate experience.

The first step is to gather as many requirements as possible from the hiring manager. Based on a thorough description, we are able to determine what experience will be necessary for the role and which skills will play a key role. As a result, the initial selection goes much more smoothly. After selecting candidates on the basis of resumes, we start the first interview, during which we confirm the candidate’s competencies. We place great emphasis on assessing soft skills, such as communication or the ability to work in a team, which are particularly important in highly complex projects.

Transparency also helps in effective recruitment. Already in the job ad, we clearly define the requirements, responsibilities, and terms offered, and in most of our job postings, the salary range. Candidates know what to expect, which significantly reduces the number of mismatched applications.

**Zuzanna Wasiak, Deputy of IT Recruitment Services Director, Square One Resources Poland**





# Are salaries still rising?



Every year, when we prepare this report, we basically don't have to ask this question at all. We usually ask ourselves how much salaries in IT increased this time, rather than **if they have increased at all**.

The experience of the last crisis months made us ask the second question this year. But the answer may not be as clear as in previous years.

Why is that? Because yes, **salaries did generally continue to rise or at least remain unchanged**. We only saw minimal declines on B2B contracts in the median upper ranges, both in junior and senior roles.

At the same time, **the increases were not as spectacular** as they used to be: a few percent per year, when some years they were as high as around 20%. Thus, we are inclined to conclude that pay policies have recently been about maintaining the level of rates.

This is, of course, an incomplete answer to the title question, because everything depends on different factors: **seniority, type of contract**, but above all, **specialization**. In the pages with a detailed breakdown of salaries per category, you can clearly see the trends considering all the criteria.

| Seniority | Type of contract | Min    | Max    | Min. difference | Max. difference |
|-----------|------------------|--------|--------|-----------------|-----------------|
| Junior    | B2B              | 7,000  | 10,500 | 0.0%            | -3.7%           |
|           | UoP              | 6,000  | 9,000  | 0.0%            | 0.0%            |
| Mid       | B2B              | 16,800 | 22,000 | +5.0%           | 0.0%            |
|           | UoP              | 12,400 | 18,000 | +3.3%           | 0.0%            |
| Senior    | B2B              | 21,800 | 27,500 | +2.8%           | -3.5%           |
|           | UoP              | 17,000 | 23,000 | 0.0%            | 0.0%            |

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 difference and Max difference columns indicate the percentage increase/decrease in the respective median compared to 2023.



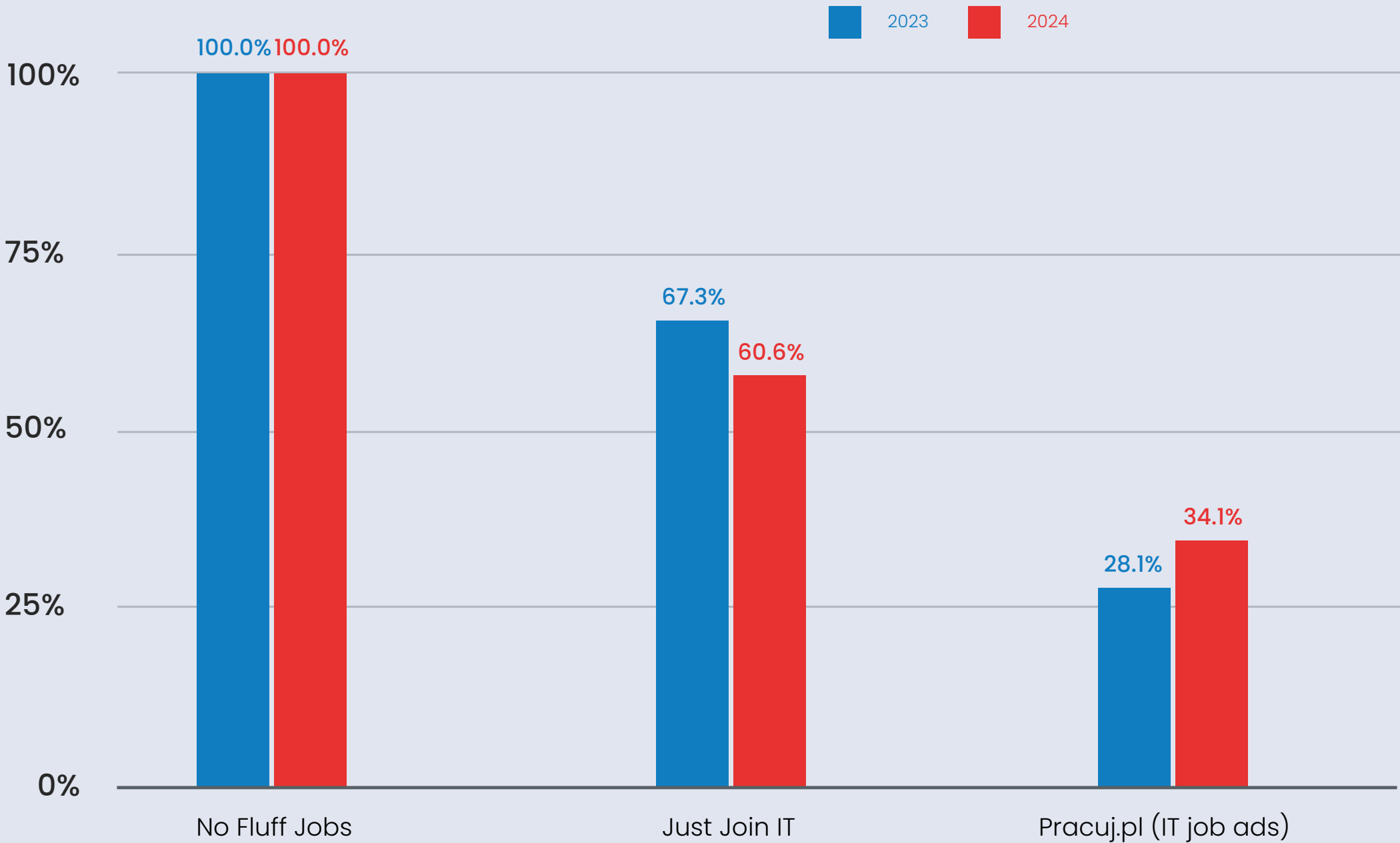
Salaries might change, but one thing never changes:

On No Fluff Jobs, employers always provide salary ranges in job ads, and you can check if they meet your expectations before applying.

Check out the salary and apply [nofluffjobs.com](https://nofluffjobs.com)



How many job ads on a given job board include salary ranges?



\*The percentages indicate the share of job ads in which employers provided salary ranges on each of the three job boards. The graph also compares two comparison concerns the time spans: the first one between January 1, 2023 and December 31, 2023, and the second one between January 1, 2023 and December 31, 2023.



## Is AI still a talking point?



In last year's report, we highlighted how 2023 became the year of AI following the release of ChatGPT and its subsequent mass adoption in the work environment.

In July of that year, as many as **94% of people in the tech sector** admitted that they **use AI tools of various sorts on a daily basis at work**. It has become as common as looking at nofluffjobs.com in search of a new job. :)

According to Stack Overflow, the sentiment toward AI hasn't changed even at a time when, there's no denying it, it's harder to get a job. **Only 12%** of those working in IT **see it as a threat** to their employment.

And what does it look like for those who work on artificial intelligence technologies? There were **22% more open positions in AI** in 2024 than the year before, so the upward trend continues. As for candidates, their average number per one job ad has slightly dropped, at least when averaged across all experience levels, and amounted to 36 (40 a year earlier).

We, too, have succumbed to the "AI fever." Our teams use various types of AI tools on a daily basis, whether it's for marketing, sales, or analytics. Companies that publish ads on No Fluff Jobs have access to **our two proprietary tools**: AI Assistant and CV Scoring. We can expect that the topic of artificial intelligence will stay with us for much longer than the few industry "innovations" to date.

The average number of  
applications per single job  
ad in the AI specialization  
(2024)

36

Difference in the number of  
job ads published in  
the AI specialization  
(2024 vs. 2023)

+21.7%



# How is RTB House responding to the AI revolution?

RTB House is one of the pioneers of using machine learning in Poland. Already in 2017, all our algorithms were 100% based on deep learning. One could say that we are not as much responding to the revolution as actively participating in it.

We are constantly developing our platform and the technologies used in it, introducing new iterations every several months. In addition, we conduct research on the most effective use of existing, new, and upcoming solutions.

There is rapid progress in virtually every discipline in which AI algorithms are used. We have to constantly evaluate whether our platform uses the most effective solutions while maintaining a healthy balance between reliability and innovation. To this end, we have created a new research team that is entirely concerned with the future of our deep learning solutions and directions for further development.

We are examining which solutions can already at this point, or in the very near future, bring improvements in performance and accuracy of results, and which will be mature in the longer term, but their development should be monitored.

We have created a fully self-improving, high-powered system that can use even unstructured and complex data. Furthermore, we also implement AI tools in our daily work, supporting the tasks of developers, recruiters, and the entire RTB House team.

We are thoroughly prepared and optimistic about the future.

**Krzysztof Słowik, VP of Engineering, RTB House**







# Availability of IT/ICT jobs

Job postings and remote work in 2024



# Which specialists are in demand?

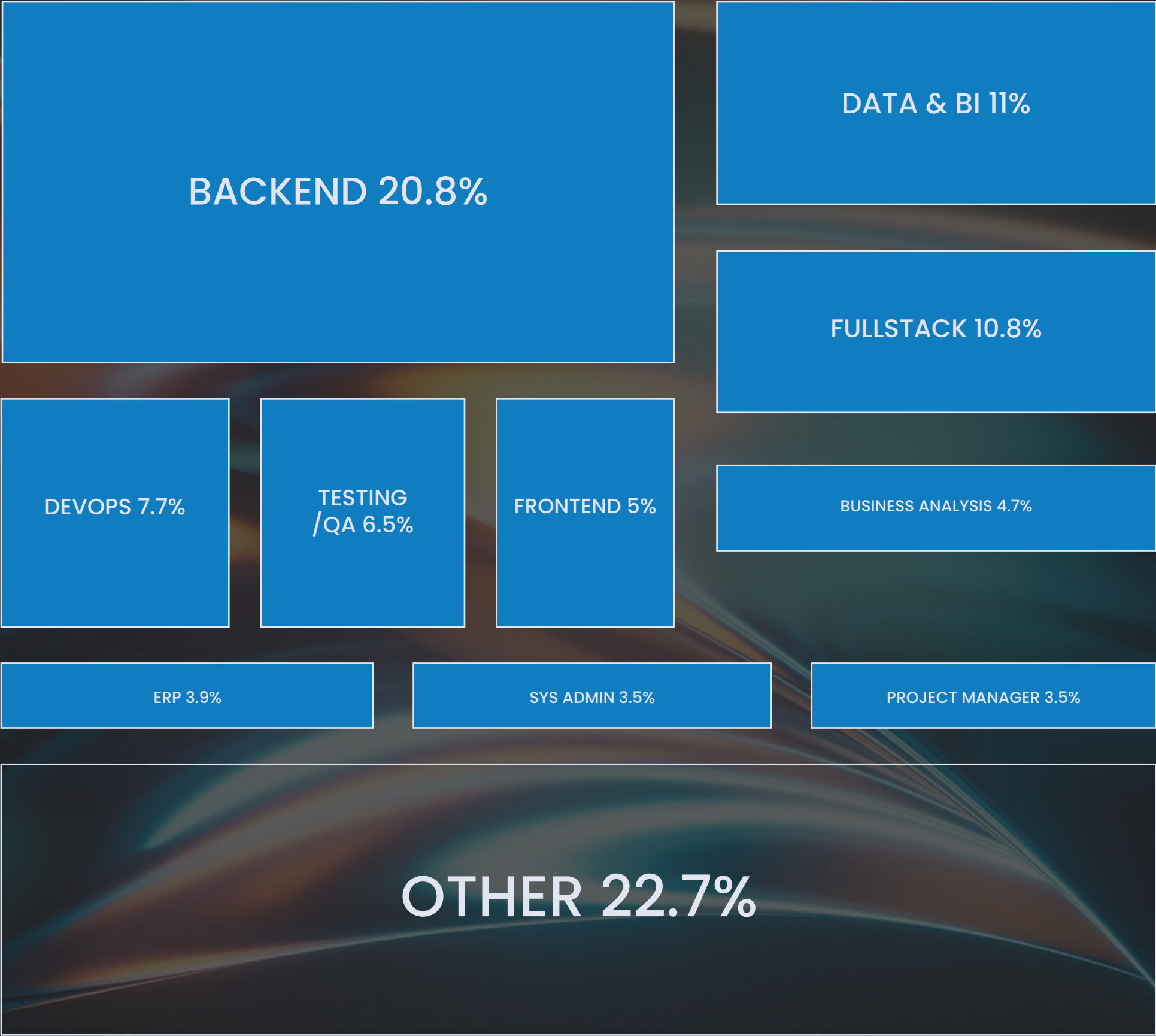


Invariably, **the largest number of job ads in Poland is directed at Backend specialists**. One in five ads on No Fluff Jobs in 2024 was published in this category. Adding Fullstack and Frontend, the total share of the strictly programming categories in all ads amounted to **36.6%**.

This further confirms a trend in which coding alone **no longer accounts** for half (as it did just 2 years ago) or more than half (as it did a few years ago) of new jobs.

The demand for other specializations also shows how capacious a sector IT is. Roles related to **data analysis, systems maintenance, or security architecture** are steadily growing in popularity among employers.

**Data & BI** is a model example here. As recently as 2022, it was the sixth ranked category. In 2024, we already had **11% of ads** in this area, and it was the second result in terms of share of total advertisements.





## Which job categories become more, and which become less popular in job ads?

According to [Gartner](#), the IT industry will grow the most in AI, data analytics, and cybersecurity in the coming years.

This is evident when looking at the number of ads on No Fluff Jobs. There was a **39%** year-over-year increase in the number of ads in **Security**, while **Data & BI** grew by **34%**. **Product Management** and **AI** also achieved double-digit growth.

On the other end of the spectrum, there are fewer ads for the second year in a row in **Frontend**. After a dismal 2023 (a huge -81% drop in the number of ads), the number of ads in this category fell by **20%**. **Agile** and **Embedded** saw even bigger declines, but Game Dev was definitely “bottom of the league.” It isn’t surprising, taking into account that throughout the year we repeatedly heard about layoffs and project closures in Game Dev, in Poland, too.

This “ranking” can serve as a guide for IT specialists, an indication of which direction to choose in your career. In the second part of the report, we present proprietary graphs showing how competitive particular IT specializations are. We hope they’ll further help guide your professional decisions in 2025.

## IT job categories with the biggest increase/decline in new job ads (2024 vs. 2023)





# IT not (yet) returning to offices

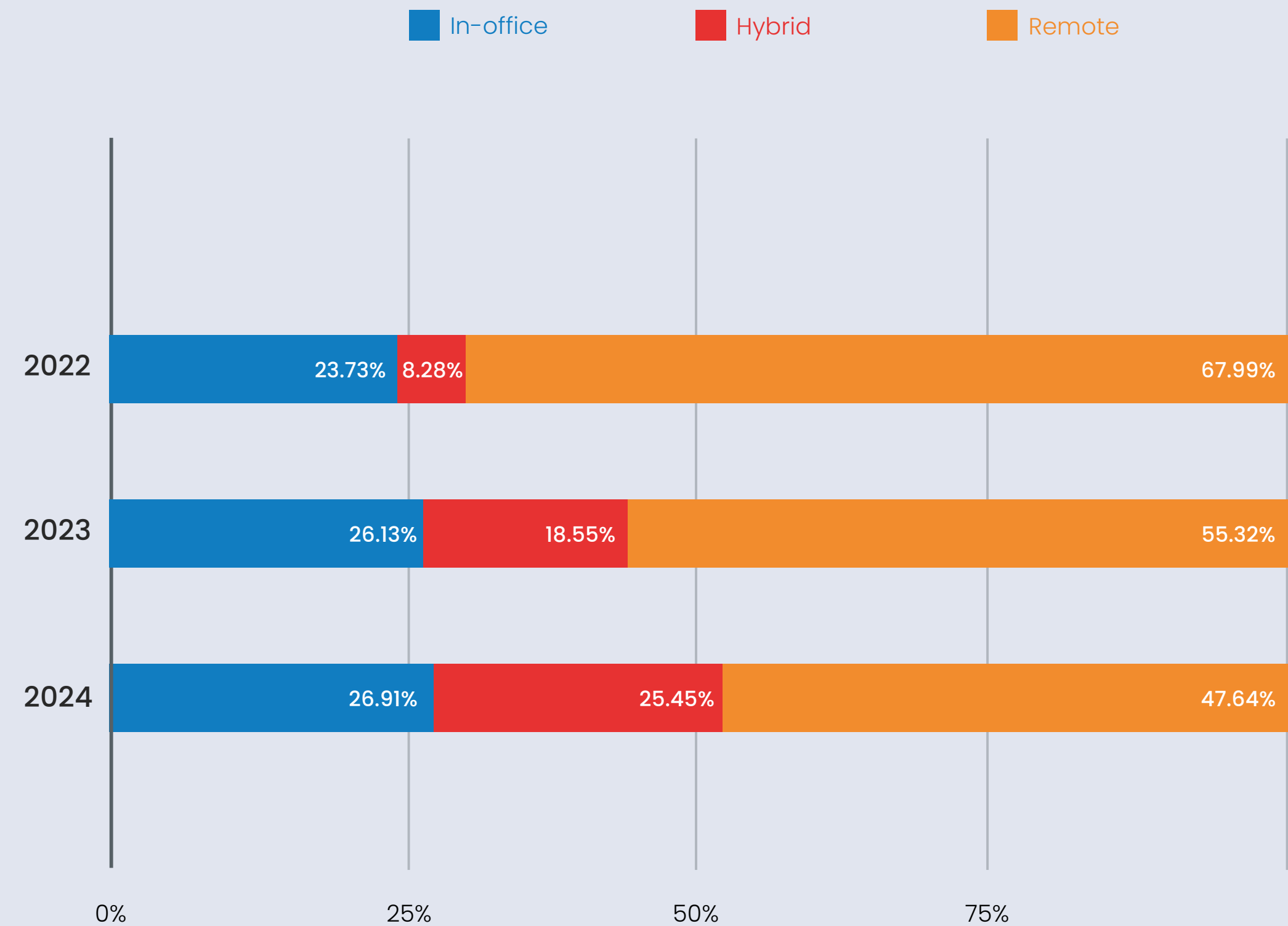
Attention: moderately good news for all those who do not want to permanently return to offices. The move away from remote work is mostly **in favor of the hybrid model**.

For the second year in a row, there were fewer and **fewer fully remote jobs** available. The year-over-year decline amounted to **7.7 pp** (over 12 pp in 2023). Nonetheless, the remote option **is still number 1** when it comes to work models. As we wrote in our [report on the overall job market](#) in Poland, other industries may envy the tech sector such comfort.

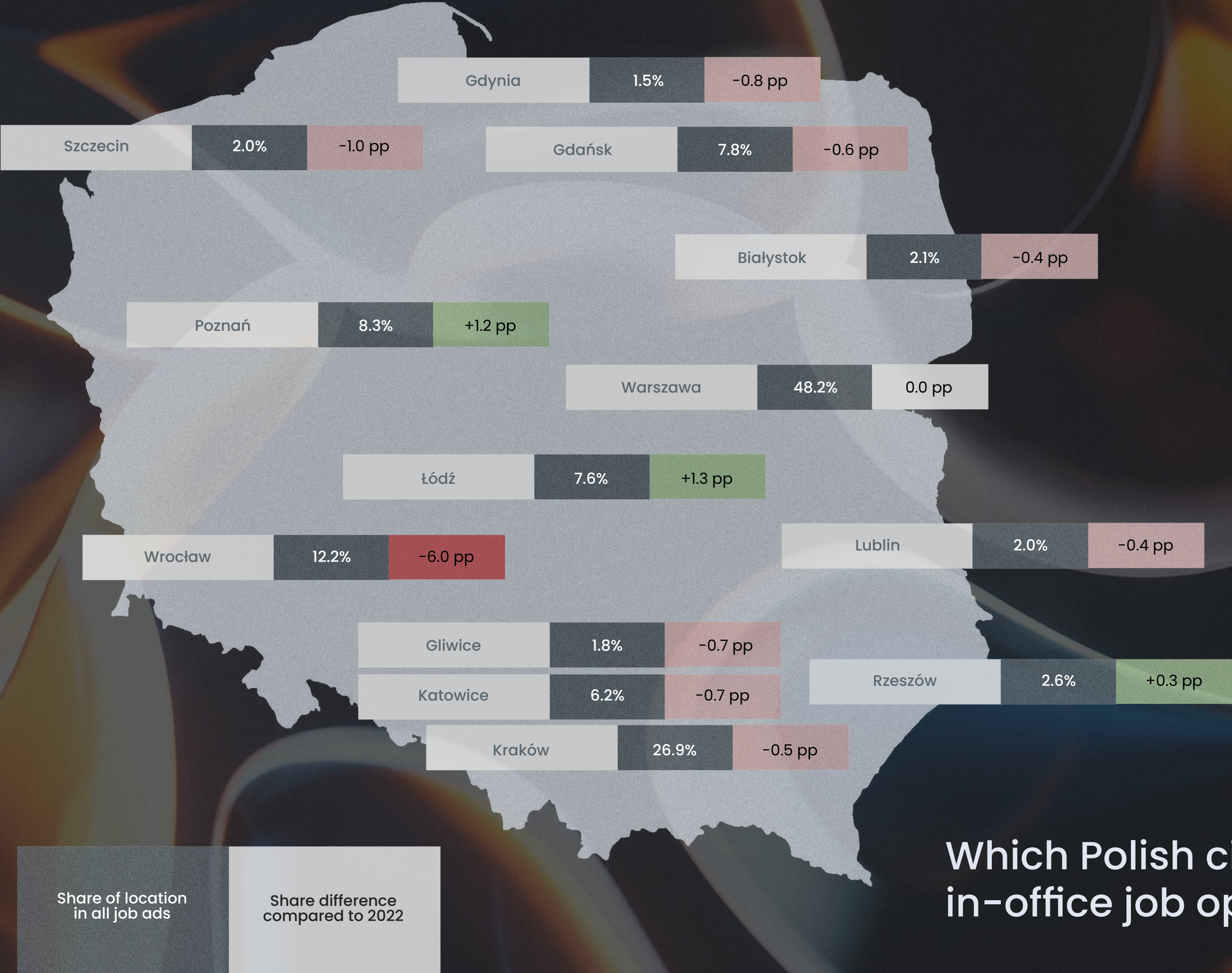
We’ve known for a long time that IT professionals, accustomed to pandemic-time standards, are reluctant to work fully in-office again. They will be happy to hear that the share of new job ads offering only fully in-office work did not change much from two years ago and **stabilized around 27%**.

Thus, we can again see how the **hybrid work model is offered more frequently** (nearly 7 pp increase) to somewhat offset signs of discontent in the IT community.

## Model of work offered in job ads

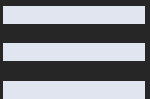






Which Polish city offers the most in-office job opportunities?

Job ads may include information about 2 or more available locations. We considered 20 cities with the biggest number of job ads.





## Will the hybrid work model permanently supersede remote work in IT?

Watching the decisions of tech giants such as Amazon, IBM and Zoom, one can see a growing interest in the hybrid model at the expense of fully remote work. After the COVID-19 pandemic, when flexibility became the norm, companies at some point began to appreciate the importance of face-to-face contact. Statistics from the job ads confirm this trend: hybrid jobs gained 7 percentage points year-over-year, almost matching the number of in-office jobs (25.5% vs. 26.9%), while remote work is steadily losing popularity (from 68% two years ago to less than 50% currently).

Does this mean that the hybrid model will eliminate remote work? Probably not. The IT industry values flexibility and freedom of choice, and employees are reluctant to give it up. The hybrid model seems to be a compromise, combining the advantages of face-to-face meetings, which promote integration and team management, with the possibility of remote work, which facilitates work-life balance. One of the downsides of such a solution is the limitation of the candidate pool: not everyone is willing to commute to the office, even occasionally.

In such a fast-changing market, it is difficult to make long-term predictions. For the moment, the hybrid model is gaining popularity, giving companies more control and employees, although less than before, still some flexibility. Will it replace remote work entirely? Not likely. IT employees will not give up easily.

**Marta Kurek, IT Recruitment Services Director, Square One Resources Poland**







# What else can we learn from job ads?

Junior roles availability, types of contracts offered, and the highest paid skills

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# Junior candidates still in dire straits

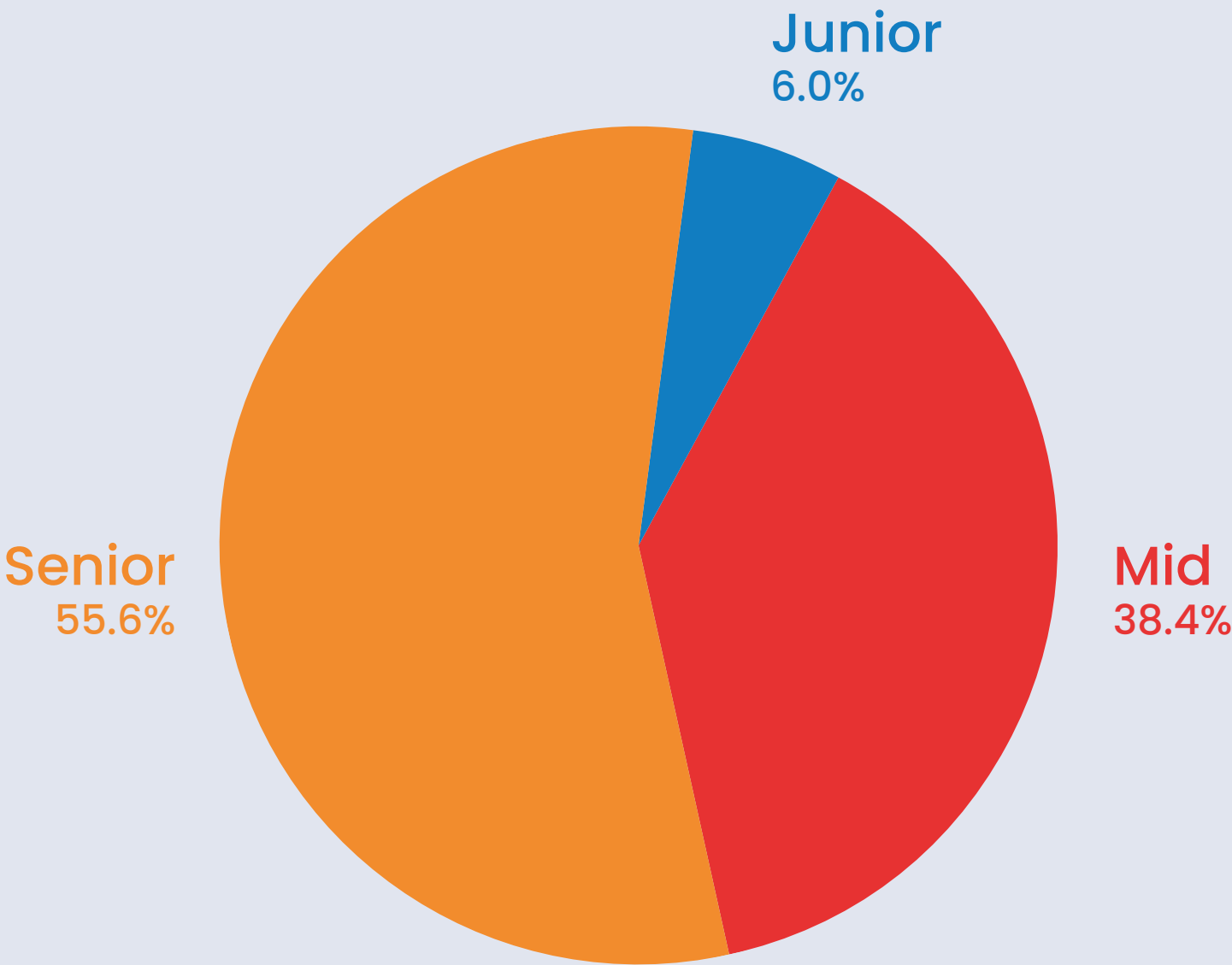
Salary data is a telling indication of how difficult the situation is for juniors. As you can see in the second part of the report, we were not able to establish junior salary ranges for all categories. We base them on qualitative data and hundreds of job ads, so the lack of data tells the sad truth: there are **very few vacancies for beginners**.

“Very few” means **barely 6%** of all job ads published in 2024. That’s a drop of 2 percentage points from a year earlier. To be honest, the pool of junior vacancies has never been too sizable, but this is very far from what it used to be a few years ago (12%).

As if that weren’t enough, there’s a good chance that many mid-level specialists are also applying for junior roles (a well-known phenomenon, which we described [here](#), applying also to mid-senior relations). Why? Because mid-level jobs saw **the biggest decline in the share of all ads, down as much as 10 pp** (to 38%).

It seems that seniors are again the most sought-after. We recorded **the highest increase** in ads for this level of experience (from 43% to 55% in 2024).

# Level of experience required in job ads





# Two types of contracts dominate in Polish IT jobs



B2B contract continues to be **the most popular form of cooperation** in the technology sector. It could be found in **71% of job ads**, while **48%** offered contracts of employment\*. IT professionals are leaders in sole proprietorship (self-employment), which is required to sign B2B contracts. They **outrank marketing, sales, and law** specialists, among others.

The above two forms of cooperation are the most common and virtually the only ones found in mid and senior job ads. In the case of junior ads, **18%** of ads offered **mandate contracts**, too.

The falls in numbers that you can see in the table on the right mean that in 2024 **employers were less likely to offer a choice** of forms of cooperation to job candidates.

*\*Employers can offer more than one type of contract in a single job ad.*

Types of contracts offered in job ads per seniority\*

| Seniority level | Type of contract       | 2023  | 2024  | YOY difference in pp |
|-----------------|------------------------|-------|-------|----------------------|
| Junior          | Contract of employment | 55.1% | 56.8% | +1.7%                |
|                 | B2B                    | 54.8% | 52.5% | -2.3%                |
|                 | Mandate contract       | 19.2% | 17.8% | -1.5%                |
|                 | Specific-task contract | 2.1%  | 2.0%  | -0.1%                |
| Mid             | B2B                    | 74.4% | 70.4% | -4.0%                |
|                 | Contract of employment | 56.2% | 50.7% | -5.5%                |
|                 | Mandate contract       | 1.5%  | 1.4%  | -0.1%                |
|                 | Specific-task contract | 0.4%  | 0.5%  | +0.1%                |
| Senior          | B2B                    | 76.0% | 74.1% | -1.8%                |
|                 | Contract of employment | 54.1% | 44.6% | -9.5%                |
|                 | Mandate contract       | 0.7%  | 0.7%  | 0.0%                 |
|                 | Specific-task contract | 0.2%  | 0.1%  | -0.1%                |



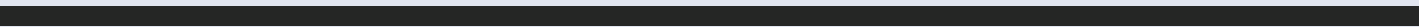
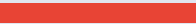
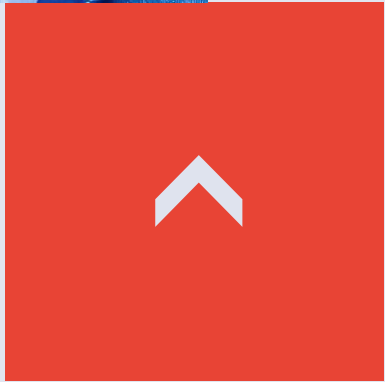
## What is the biggest challenge in terms of sourcing well suited job candidates?

The biggest challenges relate to the shortage of talent. Poland has many excellent universities training world-class specialists. Our IT job market is also attractive to people from outside Poland. Despite this, there is still a shortage of IT specialists, especially in areas that require a high degree of specialization, such as Machine Learning, Generative AI, Security, Cloud. The candidate pool also lacks generalists with a strong and broad theoretical foundation. High competition in attracting the best specialists from the market is an additional limiting factor.

Another challenge from our perspective is adapting recruitment processes to our needs, candidates’ needs, and market standards. When screening candidates, especially for highly specialized positions, we try to strike a balance between giving a good check on candidates’ technical skills and leaving them time to ask us questions about the recruitment, project, technology, etc. We strive for a golden mean between the number of stages and the duration of the recruitment process, so that it is as optimal as possible for both parties, but not cumbersome.

RTB House is a company with an open culture. We are looking for good professionals who will find their way into our ecosystem and work culture. A lot of tasks are related to algorithmics, performance of written solutions, and processing of large amounts of data. We are building a large distributed system that has to respond to requests very quickly, and on the other hand, process huge amounts of data. There is a lot of freedom to find solutions to complex problems. At the same time, we expect a certain amount of ingenuity, a lot of independence, and the ability to cooperate with others and substantively convince them of your solution. This does not necessarily suit everyone. It is important that we, as well as the candidates, feel that they feel good in such a model of work.

Marek Czajkowski, Chief of Staff, RTB House





# Which skills are in demand?



We have already mentioned that the categories strictly concerned with programming account for just over 1/3 of all ads. Not surprisingly, **programming languages** reign supreme when it comes to the most common job requirements in the industry.

Of course, quite a few technologies also have applications outside Backend, Fullstack, and Frontend, such as **SQL** or **Python**, used by data scientists and analysts. No wonder these two technologies are the most often found in IT job requirements.

**One in five job ads** requires knowledge of SQL. Python is just behind, required in 19.4% of ads. Who knows if it won't jump to No. 1 in 2025, since it has already gained over 3 pp of share over the year.

**JavaScript and C# lost the most share** compared to 2023. Each scored a drop of over 2 pp.

You can read in more detail about the most popular requirements for each category in the guide in the second part of the report.

## Top 15 most frequent job requirements in job ads

|            |       |            |       |           |       |
|------------|-------|------------|-------|-----------|-------|
| SQL        | 20.0% | Python     | 19.4% | Java      | 18.9% |
| Rest API   | 11.2% | JavaScript | 11.1% | Docker    | 10.6% |
| Kubernetes | 9.7%  | TypeScript | 8.0%  | React     | 6.7%  |
| .NET       | 6.0%  | PostgreSQL | 5.5%  | CSS       | 5.2%  |
| Angular    | 5.0%  | C++        | 4.7%  | Terraform | 4.6%  |

\*Most ads include a requirements of several technologies, so percentages denote the share of ads requiring a particular technology in all job ads.



# Big benefit cuts. But free coffee still available!

Companies did not splurge on non-wage benefits in 2024, showing stagnation or even austerity. The absolute number one benefit in Poland – **private healthcare** – remained at the same level as the year before.

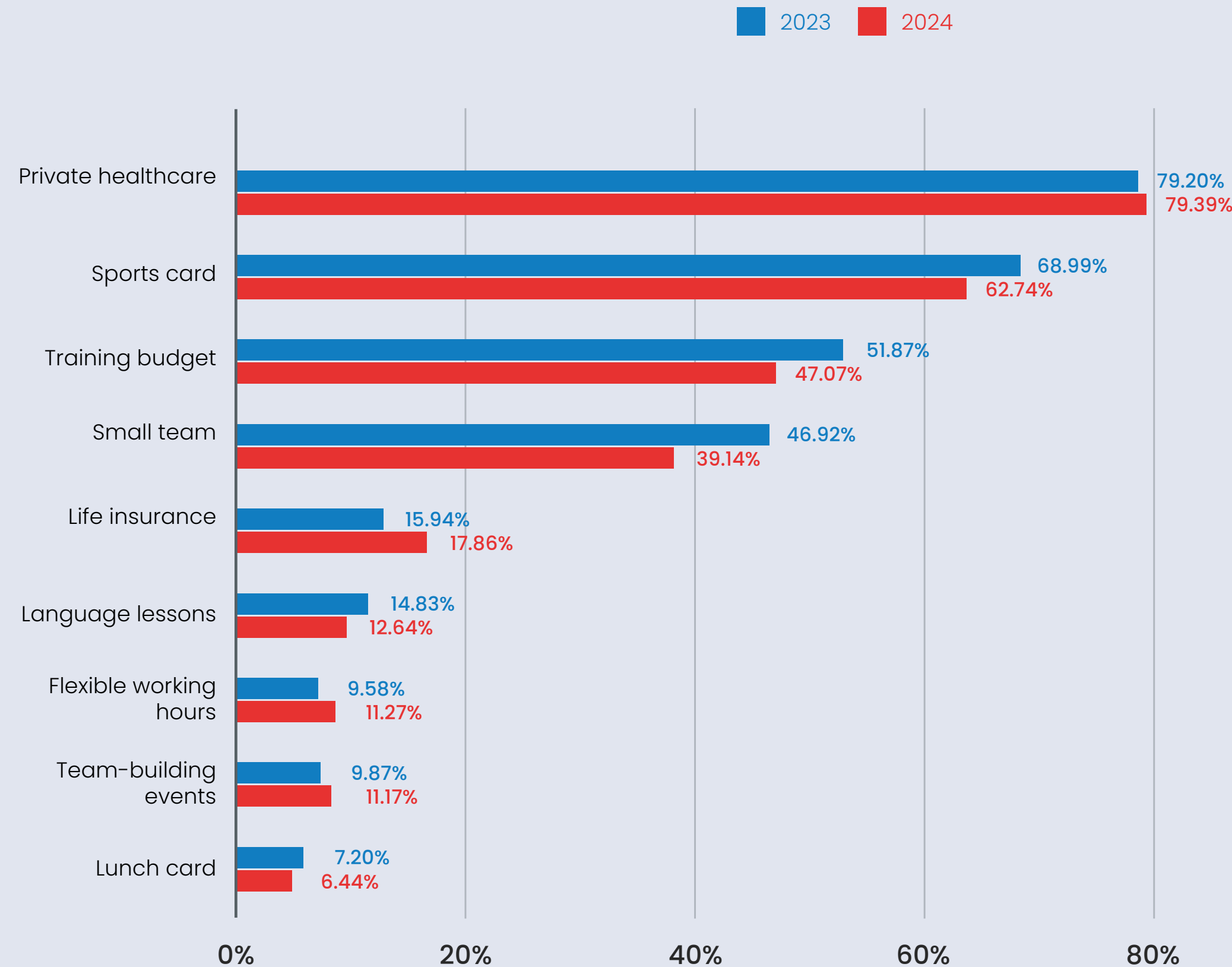
However, the next-ranked benefits: **sports card, training budget**, and working in a **small team** all scored a drop in share by a few percentage points.

On the other hand, **life insurance, flexible working hours, and team-building events** have been gaining successively for several years.

As for office perks, here too we saw slight declines. Bike parking, access to showers, and playroom all **lost 1.5–2 pp** year-over-year.

Everyone should be pleased, though, that **free coffee will still be the norm** in the workplace. As many as **87%** of job ads include this perk.

# Employee benefits in job ads



\*A single job ad usually lists several benefits. The graph shows the share of ads in which a given benefit is listed.



# How should companies approach benefit and perk policies in tougher times?

In the face of economic hardship and the rising cost of living, employees are looking for stable and valuable non-wage benefits. Companies should approach the issue of benefits with a focus on their effectiveness and customization to employees’ needs. At Ringier Axel Springer Polska, we have successfully implemented several key strategies that can help in this process.

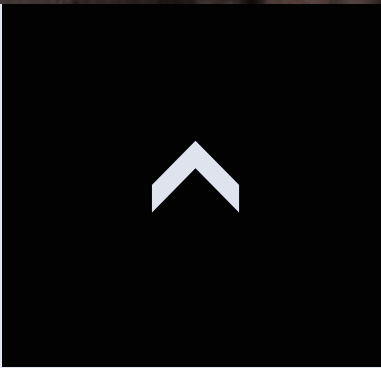
I especially recommend cafeteria systems, which allow employees to choose the benefits that meet their individual needs (including subscription benefits, i.e., medical care, life insurance, sports cards).

It is also worth considering tools and programs reducing stress and preventing professional burnout (education, sabbatical leave, psychological support) and training programs improving efficiency. For example, at RAS Polska we have AI Academy or Action Learning: learning by solving real problems (ACTION) and reflecting on them in small groups (LEARNING).

All this can’t be done without proper communication and strengthening employees’ awareness of the solutions available in the company. Transparency of rules and reasons for possible changes, as well as surveying employees’ needs, satisfaction and drawing conclusions on this basis, are especially important here.

In conclusion, companies should focus on personalization of benefits, competencies of the future, resilience, and transparent communication.

Magdalena Kędra, Senior People Partner, Ringier Axel Springer Polska

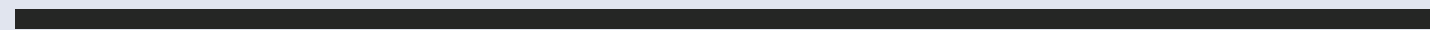






# IT salaries in 2024

Which specializations saw salary increases and who earns the most?





# Analysis methodology: how to read the salary data?

You are currently reading the **7th edition** of No Fluff Jobs' annual report on the IT job market. It is **the most widely quoted and most accurate publication** on salaries in the technology sector in the country. Major Polish media outlets use the report as a reference, including Rzeczpospolita, Gazeta Wyborcza, Onet, Interia, Bankier, and Puls Biznesu. Mentions and media articles about last year's edition reached an audience of 2.2 million in Poland\*.

The report is based on data from nofluffjobs.com, the **largest job board in Poland with salary ranges**, and our proprietary [Insights360](#) platform, which aggregates job market data from the biggest job boards in the country. In our analysis, we took into account IT job ads published from January 1 to December 31, 2024.

Nofluffjobs.com design requires employers to include **detailed information in job advertisements, including salary ranges**. Thanks to this, we have the opportunity to collect and compare data on various job aspects, such as salaries, technology requirements, location of employment, benefits, and other elements.

*\*Press monitoring data*

## 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 would be 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 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 the advertisements close to actual salaries?

Although the salary amounts offered by employers in advertisements are declarative, in most cases, they are close to what employees actually receive. A survey we conducted last year also confirms 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.

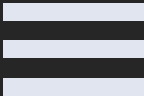


| Specialization        | B2B    |        |                 |                 | CoE    |        |                 |                 |
|-----------------------|--------|--------|-----------------|-----------------|--------|--------|-----------------|-----------------|
|                       | Min.   | Max.   | Min. difference | Max. difference | Min.   | Max.   | Min. difference | Max. difference |
| Architecture          | 25,200 | 31,900 | -6.3%           | -0.3%           | 20,900 | 28,000 | +4.5%           | +7.7%           |
| ERP                   | 21,800 | 29,000 | +7.9%           | +3.9%           | 14,000 | 20,000 | 0.0%            | 0.0%            |
| Security              | 21,800 | 28,000 | +11.8%          | +11.1%          | 16,000 | 23,000 | +6.7%           | +15.0%          |
| DevOps                | 21,800 | 28,000 | 0.0%            | -2.1%           | 16,000 | 22,000 | -1.2%           | -4.3%           |
| AI                    | 20,000 | 28,000 | +11.1%          | +7.7%           | 16,000 | 23,000 | +6.7%           | +4.5%           |
| Data & BI             | 21,800 | 26,900 | +7.9%           | 0.0%            | 16,000 | 22,000 | +6.7%           | +4.8%           |
| Backend               | 20,200 | 26,000 | +6.3%           | 0.0%            | 16,000 | 22,000 | +9.6%           | +5.3%           |
| Agile/Scrum Master    | 20,800 | 25,200 | +9.5%           | +3.3%           | 16,000 | 21,000 | +14.3%          | +10.5%          |
| Fullstack             | 20,000 | 25,200 | +8.1%           | 0.0%            | 15,000 | 20,500 | +7.1%           | +2.5%           |
| Embedded              | 18,000 | 25,200 | +5.9%           | 0.0%            | 14,000 | 20,000 | 0.0%            | 0.0%            |
| Product Management    | 19,200 | 25,000 | +13.6%          | +4.2%           | 16,000 | 20,000 | 0.0%            | -3.8%           |
| Mobile                | 18,500 | 24,400 | +2.8%           | -4.3%           | 15,200 | 22,000 | +8.6%           | +10.0%          |
| Frontend              | 19,000 | 24,100 | +5.6%           | -3.6%           | 15,900 | 20,300 | +6.7%           | -1.0%           |
| Project Management    | 16,800 | 22,700 | -1.8%           | -1.3%           | 14,800 | 20,000 | -1.3%           | +3.1%           |
| Business Analysis     | 18,500 | 22,500 | +3.9%           | +2.3%           | 12,000 | 16,000 | 0.0%            | -3.0%           |
| Testing               | 17,000 | 22,000 | +6.3%           | 0.0%            | 13,000 | 18,000 | +15.0%          | +2.9%           |
| System Administration | 16,800 | 21,800 | 0.0%            | +2.3%           | 13,000 | 17,000 | +8.3%           | +6.3%           |
| Game Dev              | 15,000 | 20,000 | +25.0%          | 0.0%            | 15,000 | 20,000 | +25.0%          | +11.1%          |
| UX/UI/Design          | 14,000 | 19,600 | 0.0%            | +0.5%           | 10,100 | 15,000 | +21.7%          | +19.0%          |
| Support               | 11,800 | 15,900 | +18.0%          | +9.7%           | 8,000  | 11,000 | 0.0%            | 0.0%            |

Salaries per category  
(all seniorities/contract types)



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 difference and Max difference columns indicate the percentage increase/decrease in the respective median compared to 2023.





# What does the salary data tell us about 2024?



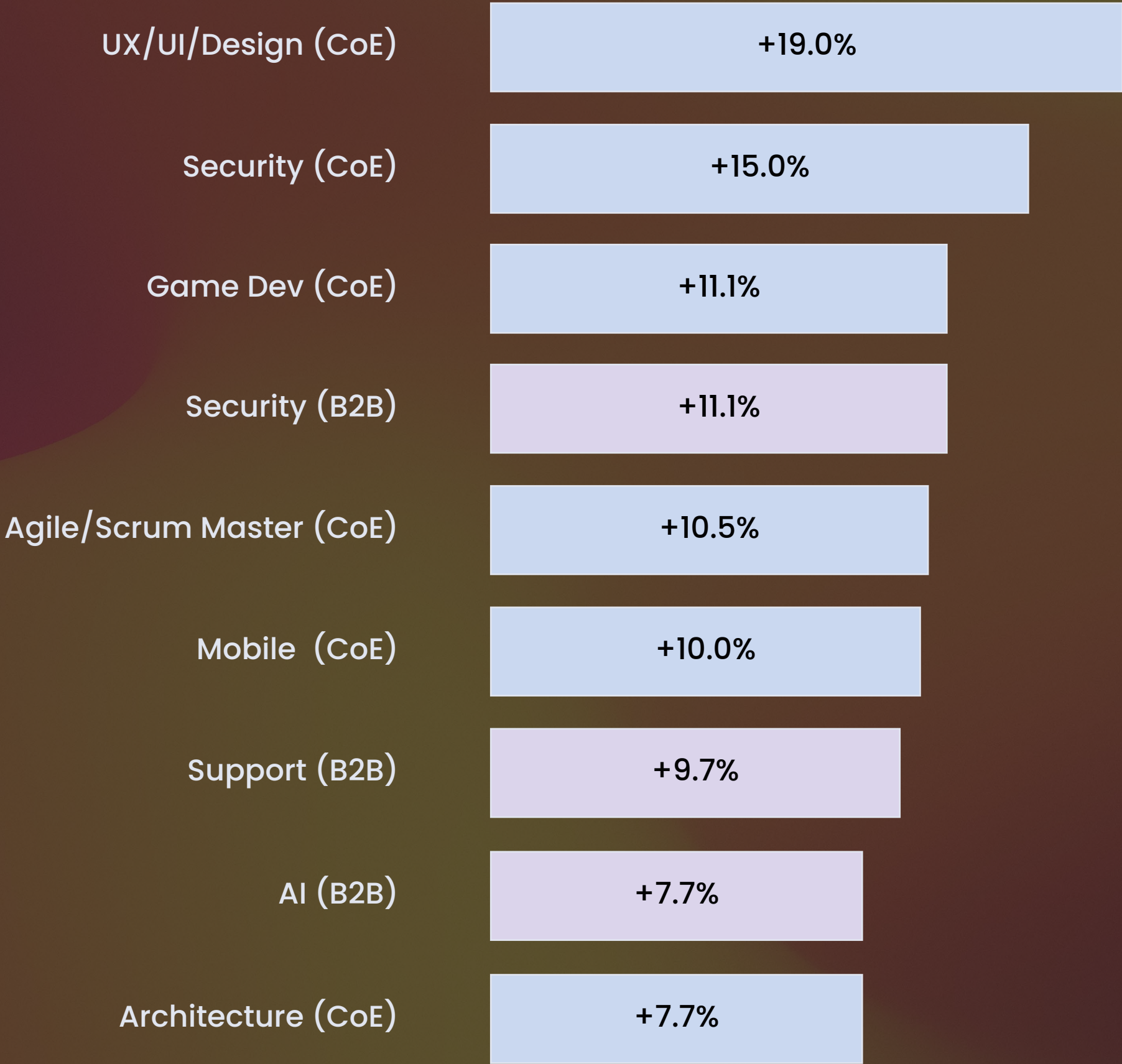
**Salaries stabilized** in 2024. This is what we have to call the situation where many boxes in the table on the previous page are red (indicating declines) or white (no change). This is a significant sign in the context of the overall **stagnation in the industry**.

It is even more telling when we look at the year before. Declines in salaries occurred in only 4 categories then. This time, declines in the lower or upper salary range medians (or both) were recorded in 7 specializations. **Project Management, DevOps, Mobile, and Frontend** took the biggest hit.

The IT industry is so dynamic that we can very quickly see how **the need for particular competencies affects the increase in salaries**. Not surprisingly, the largest increases happen mostly in categories that are growing in demand like **AI** and **Security**. We can also observe a readjustment in the lowest-paid areas: **Game Dev, Support** and **Design**.

Out of chronicling duty, let us also mention that **Architecture** was the category with the highest median salary ranges (both for B2B and CoE) for the second year in a row.

## The biggest changes in the upper salary range medians





## What is the current demand for IT services and what can we expect in 2025?

In 2024, demand for IT services in Europe has remained stable, despite a noticeable decline in the number of job openings for IT professionals. We can clearly see that clients are increasingly looking for ready-made platforms, robust solutions, and partners who understand the character of their businesses. We also noticed an increased interest in new projects compared to 2023, especially in the area of artificial intelligence.

With an increasing number of tools available, employee competencies, and the ability to seamlessly integrate AI solutions into daily processes are becoming more important. Companies that effectively invest in people, promoting long-term development and building competencies in demand, will succeed.

Although the market situation reflects global economic uncertainty, at Netcompany we look to the future with optimism. Thanks to our experience in international projects and modern solutions (such as SOLON, EASLEY AI, and AMPLIO), we are confident in our position in the market. We operate in both the public and private sectors, constantly expanding our presence in European markets. This approach, combined with a commitment to employee development, has been a pillar of our strategy for years. We expect further growth in 2025, offering interesting challenges for those entering the IT job market.

**Magdalena Łazarecka, Manager, Netcompany**





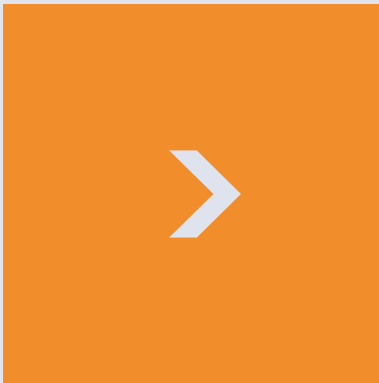
# Which of the popular technologies pays the highest?

| Technology | B2B    |        |                 |                 | CoE    |        |                 |                 |
|------------|--------|--------|-----------------|-----------------|--------|--------|-----------------|-----------------|
|            | Min.   | Max.   | Min. difference | Max. difference | Min.   | Max.   | Min. difference | Max. difference |
| Python     | 21,800 | 28,000 | +9.0%           | 0.0%            | 16,000 | 23,000 | +5.3%           | +4.6%           |
| Java       | 21,800 | 27,300 | +7.9%           | +1.5%           | 16,300 | 23,000 | +8.7%           | +4.6%           |
| Kubernetes | 23,000 | 28,600 | +4.6%           | 0.0%            | 17,000 | 23,000 | -2.9%           | -4.2%           |
| Docker     | 21,800 | 27,500 | +8.5%           | -0.7%           | 16,000 | 22,000 | +6.7%           | +1.9%           |
| SQL        | 20,000 | 25,200 | +8.1%           | +0.8%           | 14,000 | 20,000 | +7.7%           | +5.3%           |
| .NET       | 18,700 | 25,000 | +3.9%           | -0.8%           | 14,200 | 20,000 | +9.2%           | +2.0%           |
| TypeScript | 20,000 | 25,200 | +1.0%           | -5.6%           | 15,000 | 21,700 | 0.0%            | +3.3%           |
| Rest API   | 20,000 | 25,200 | 0.0%            | 0.0%            | 15,000 | 21,000 | +7.1%           | +5.0%           |
| React      | 20,000 | 25,400 | +3.6%           | -2.3%           | 16,700 | 22,100 | +8.4%           | +5.2%           |
| JavaScript | 18,500 | 24,400 | +3.4%           | -2.4%           | 15,000 | 20,000 | +7.1%           | 0.0%            |



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 difference and Max difference columns indicate the percentage increase/decrease in the respective median compared to 2023.





# A guide to IT specializations

How much competition is there in different specializations?



# 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 on salary ranges, share of all job ads in IT, average number of applications per one job ad, and the most frequent requirements in a given 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. We ordered the categories according to this metric.

|        | B2B             | UoP             |
|--------|-----------------|-----------------|
| 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

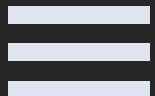
141

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

## The most frequent requirements for roles in a given category

Python 79.0%

In this section, you can find information about the most frequently listed must-have skills for roles in a given category in 2024. The percentage indicates how many job ads specified a particular requirement as mandatory.





# How to read the graphs?



## 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.

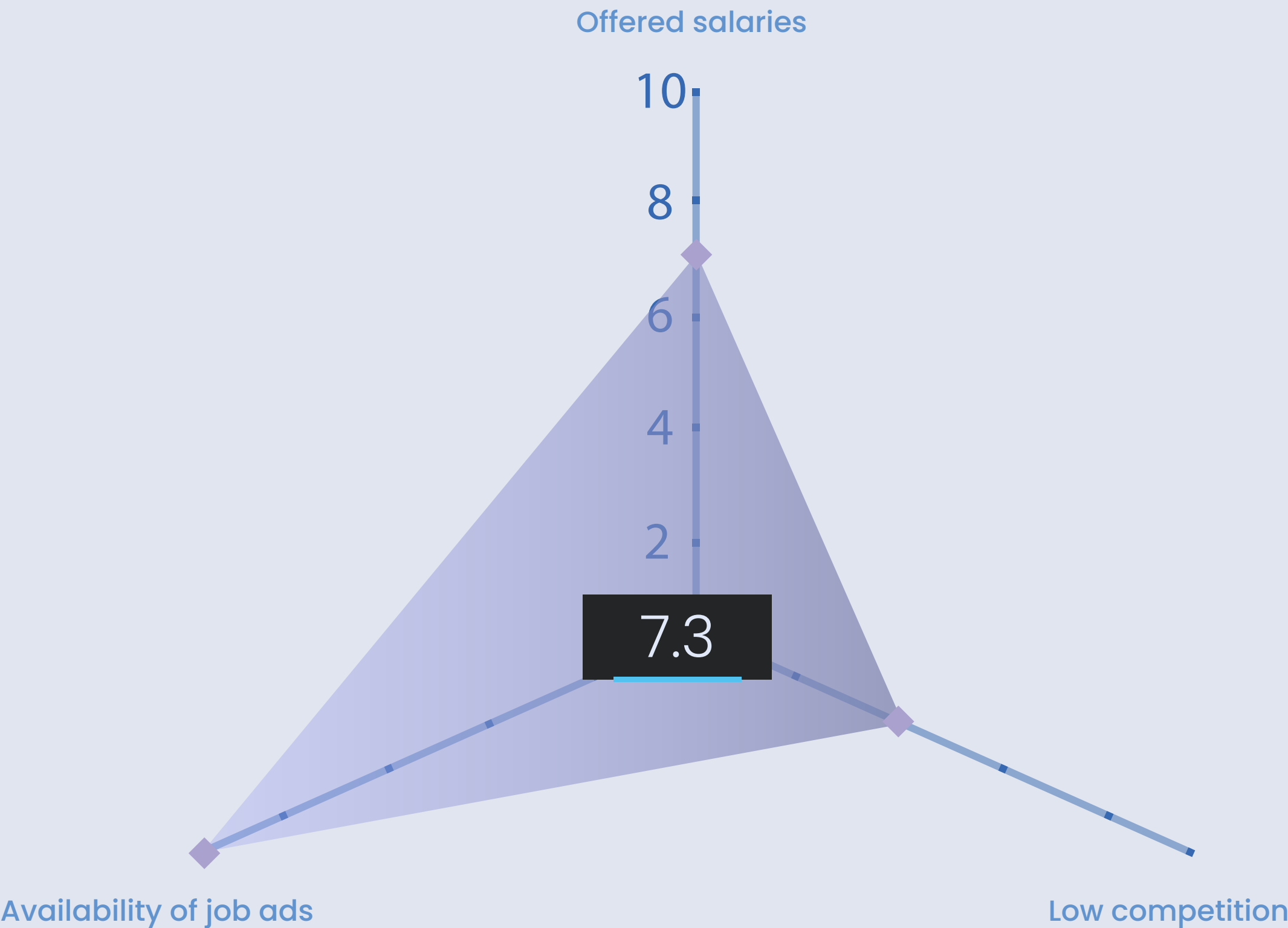
**Low competition** – indicates how the average number of applications for job ads in this category compares to the overall IT market. Rating 1 – very high competition, rating 10 – very low competition.

## 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.





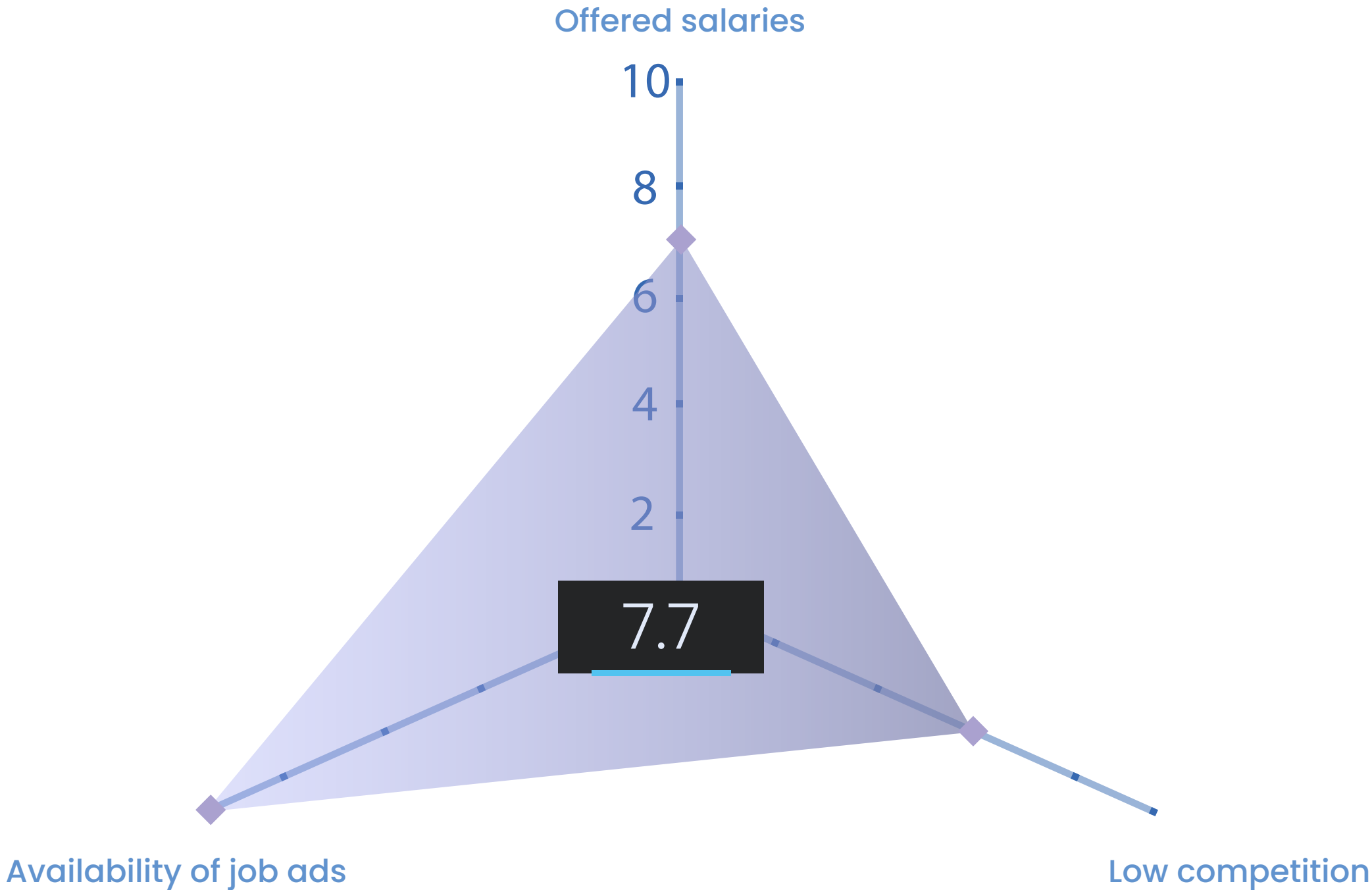
# .Backend



Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV  |
|--------|-----------------|-----------------|-----|
| Junior | 8,000 – 12,000  | 6,000 – 9,900   | 116 |
| Mid    | 16,000 – 22,000 | 13,000 – 18,000 | 51  |
| Senior | 23,200 – 28,600 | 18,000 – 25,000 | 32  |

## The most frequent requirements in job ads



The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in 2024. Category share based on advertisements published on nofluffjobs.com in 2024.



# .Data & BI

Share of category in the total IT job market

11.0%

Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV  |
|--------|-----------------|-----------------|-----|
| Junior | 8,400 – 12,000  | 8,000 – 12,000  | 105 |
| Mid    | 18,500 – 24,000 | 13,000 – 19,000 | 31  |
| Senior | 23,500 – 29,400 | 18,000 – 25,000 | 15  |

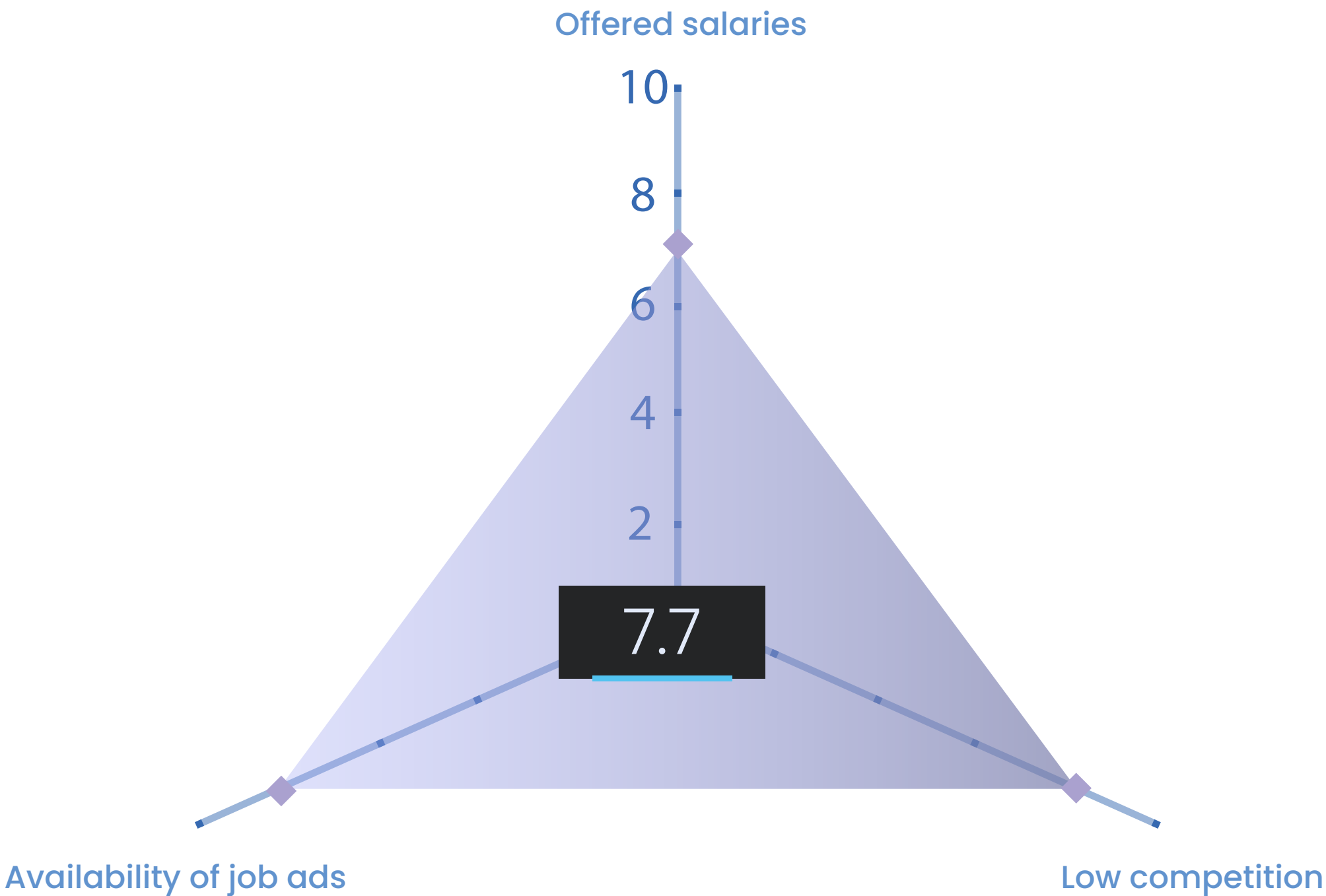
## The most frequent requirements in job ads

SQL 60%

Python 49%

ETL 21%

Azure 17%

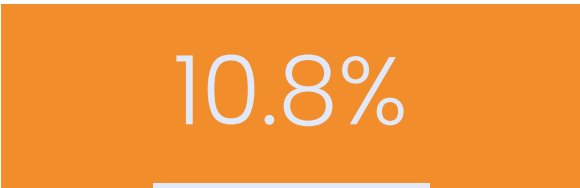


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# .Fullstack

/ Share of category in the total IT job market



Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV  |
|--------|-----------------|-----------------|-----|
| Junior | 6,000 – 10,000  | 6,000 – 10,000  | 103 |
| Mid    | 15,100 – 21,800 | 12,500 – 18,500 | 39  |
| Senior | 22,000 – 28,000 | 18,000 – 23,200 | 26  |



## The most frequent requirements in job ads



The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in 2024. Category share based on advertisements published on nofluffjobs.com in 2024.



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\*

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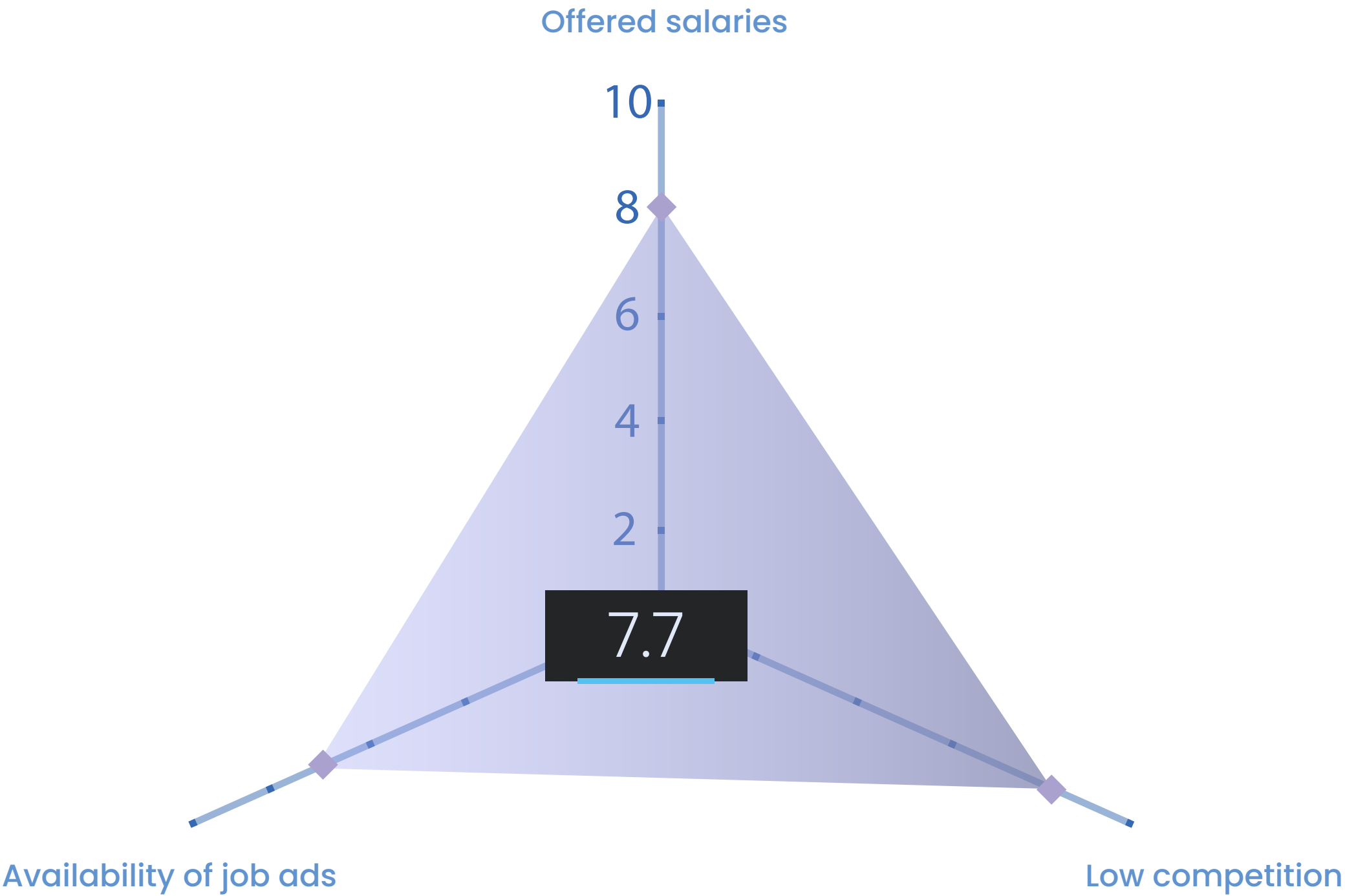


# .DevOps



Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV |
|--------|-----------------|-----------------|----|
| Junior | 8,000 – 12,000  | 7,000 – 11,000  | 69 |
| Mid    | 18,500 – 25,000 | 13,000 – 19,000 | 24 |
| Senior | 25,000 – 30,200 | 18,200 – 25,000 | 19 |



## The most frequent requirements in job ads



The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in 2024. Category share based on advertisements published on nofluffjobs.com in 2024.



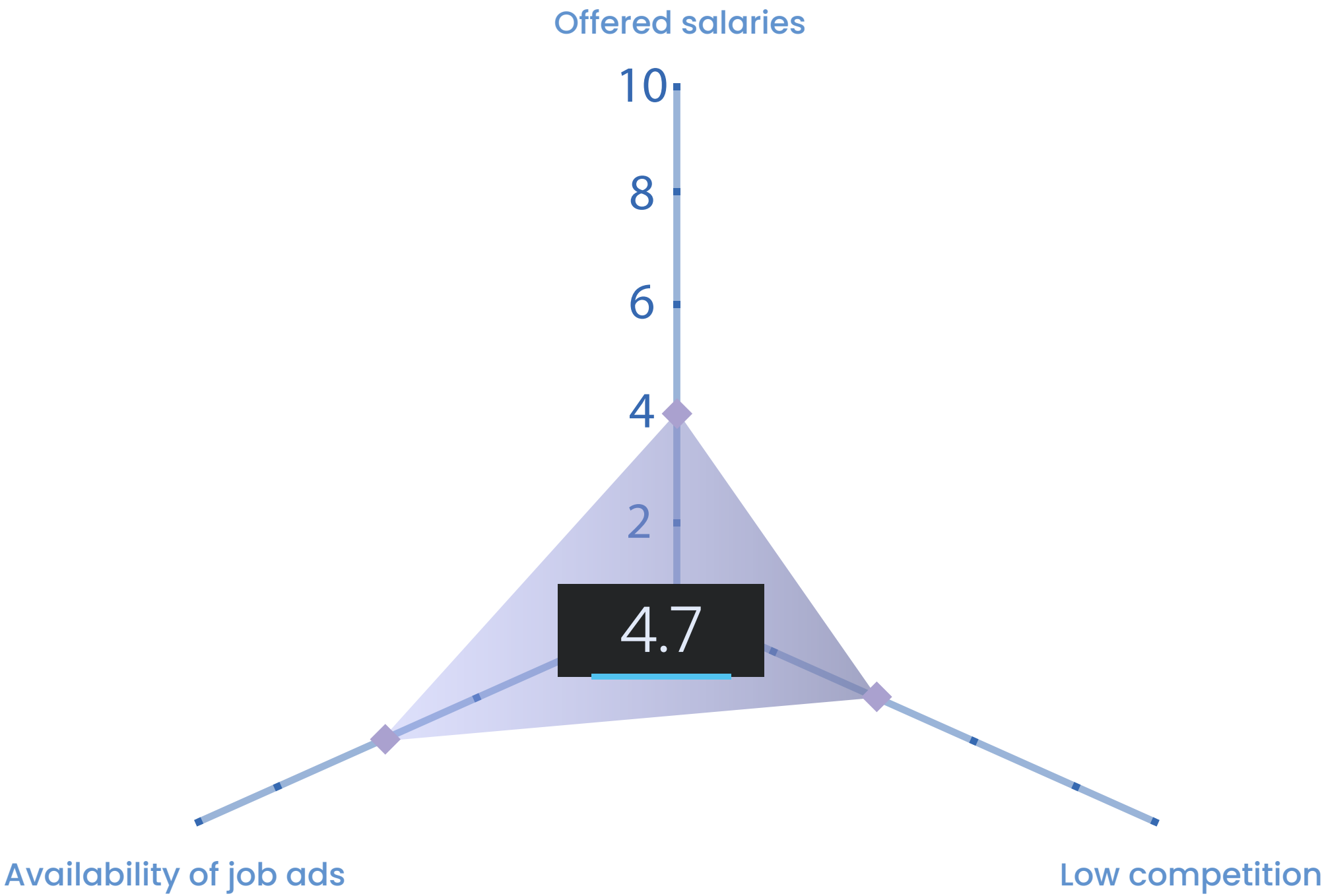
# .Testing/QA

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 | Insufficient data* | 5,300 – 8,000   | 141 |
| Mid    | 14,000 – 20,000    | 11,000 – 17,000 | 81  |
| Senior | 20,200 – 25,000    | 15,000 – 20,000 | 39  |



## The most frequent requirements in job ads

|          |              |         |            |
|----------|--------------|---------|------------|
| Java 27% | Selenium 24% | SQL 22% | Python 22% |
|----------|--------------|---------|------------|

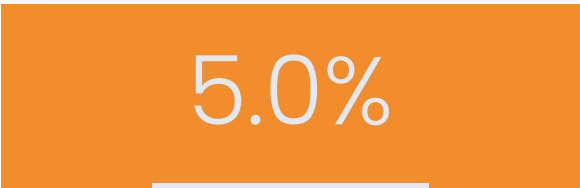
\*We were unable to determine the salary range medians for this type of contract and seniority. It means that the number of job ads was too little here to draw a qualitative sample

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in 2024. Category share based on advertisements published on nofluffjobs.com in 2024.



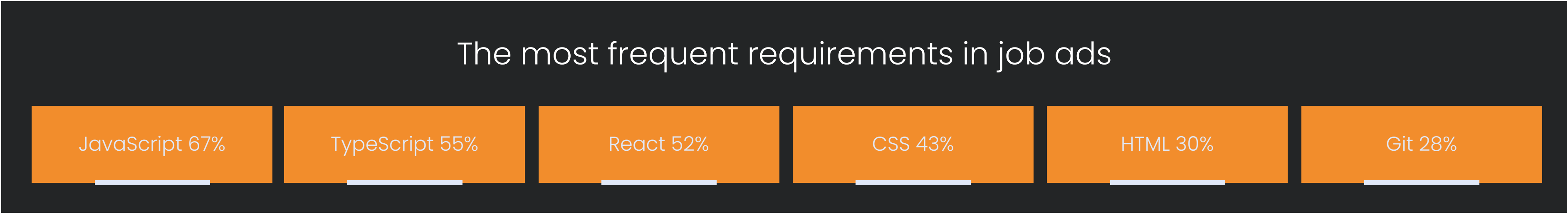
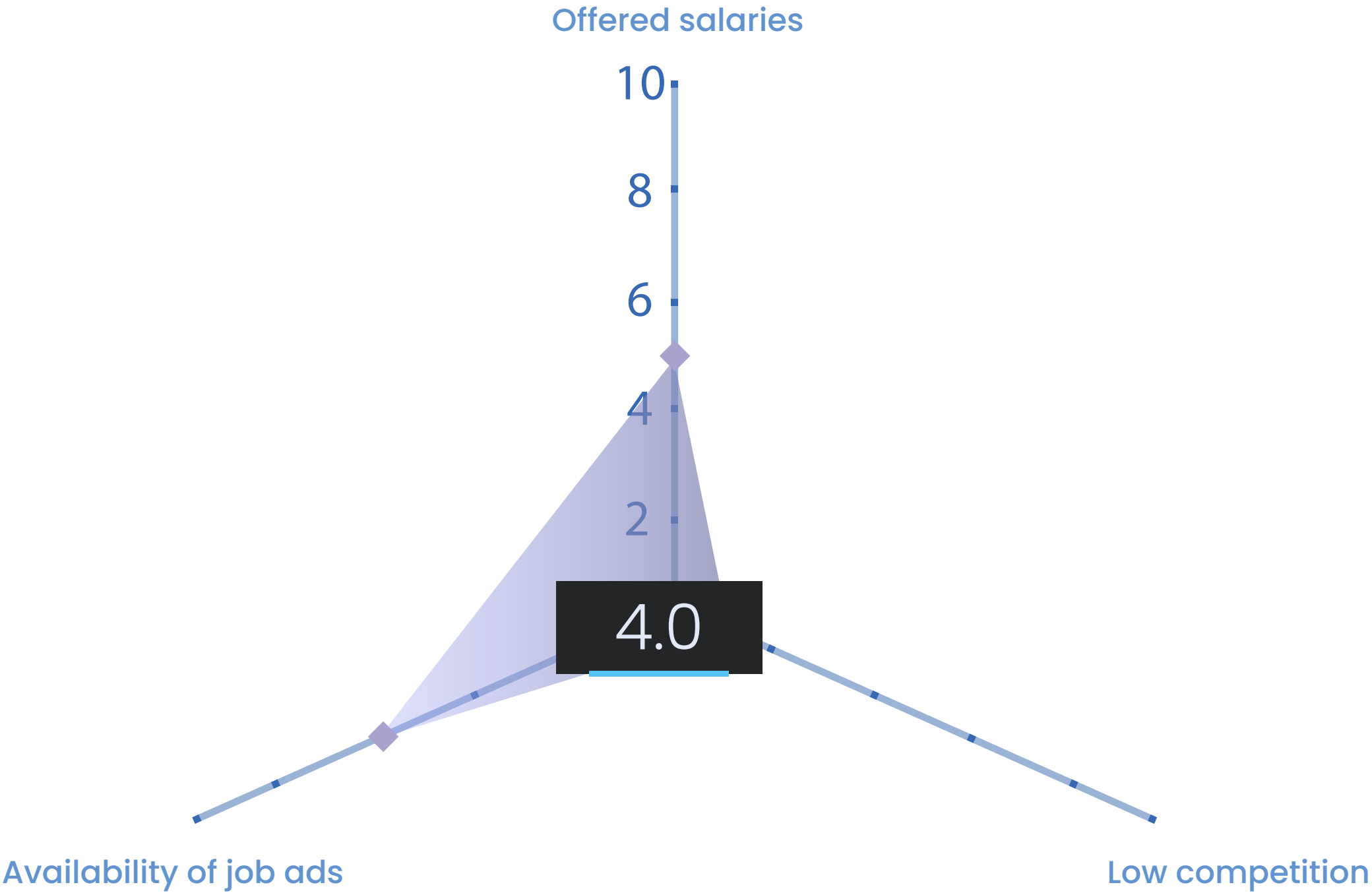
# .Frontend

/ Share of category in the total IT job market



Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV  |
|--------|-----------------|-----------------|-----|
| Junior | 7,000 – 10,000  | 6,000 – 9,600   | 370 |
| Mid    | 14,000 – 20,000 | 12,000 – 18,000 | 186 |
| Senior | 21,800 – 27,500 | 18,000 – 25,000 | 89  |



The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in 2024. Category share based on advertisements published on nofluffjobs.com in 2024.



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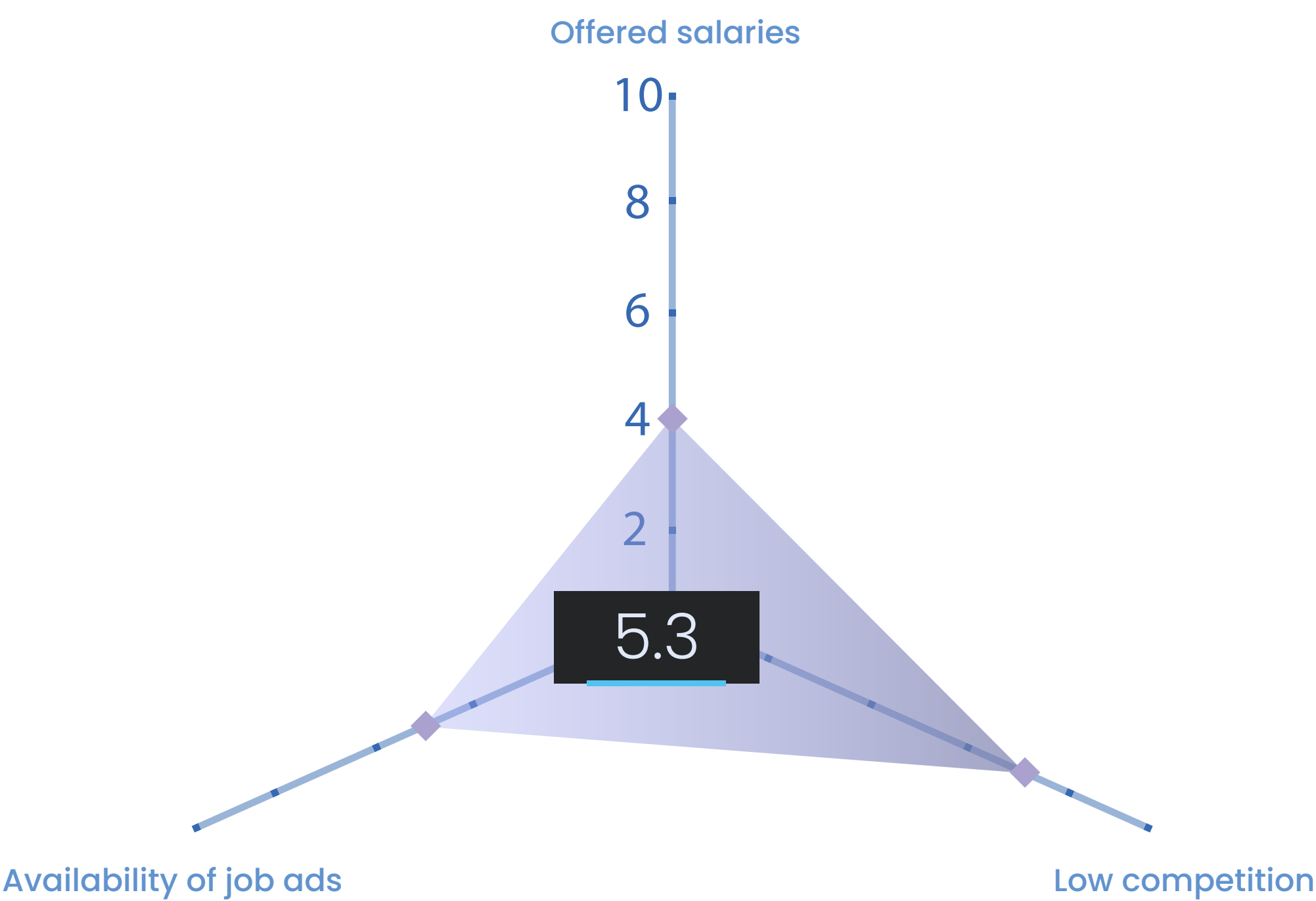
# .Business Analysis

Share of category in the total IT job market

4.7%

Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV |
|--------|-----------------|-----------------|----|
| Junior | 6,000 – 9,500   | 5,500 – 7,800   | 78 |
| Mid    | 16,000 – 21,000 | 10,000 – 15,000 | 35 |
| Senior | 20,200 – 25,000 | 14,600 – 19,000 | 32 |



## The most frequent requirements in job ads

|         |          |         |          |
|---------|----------|---------|----------|
| UML 30% | BPMN 29% | SQL 28% | Jira 20% |
|---------|----------|---------|----------|

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in 2024. Category share based on advertisements published on nofluffjobs.com in 2024.



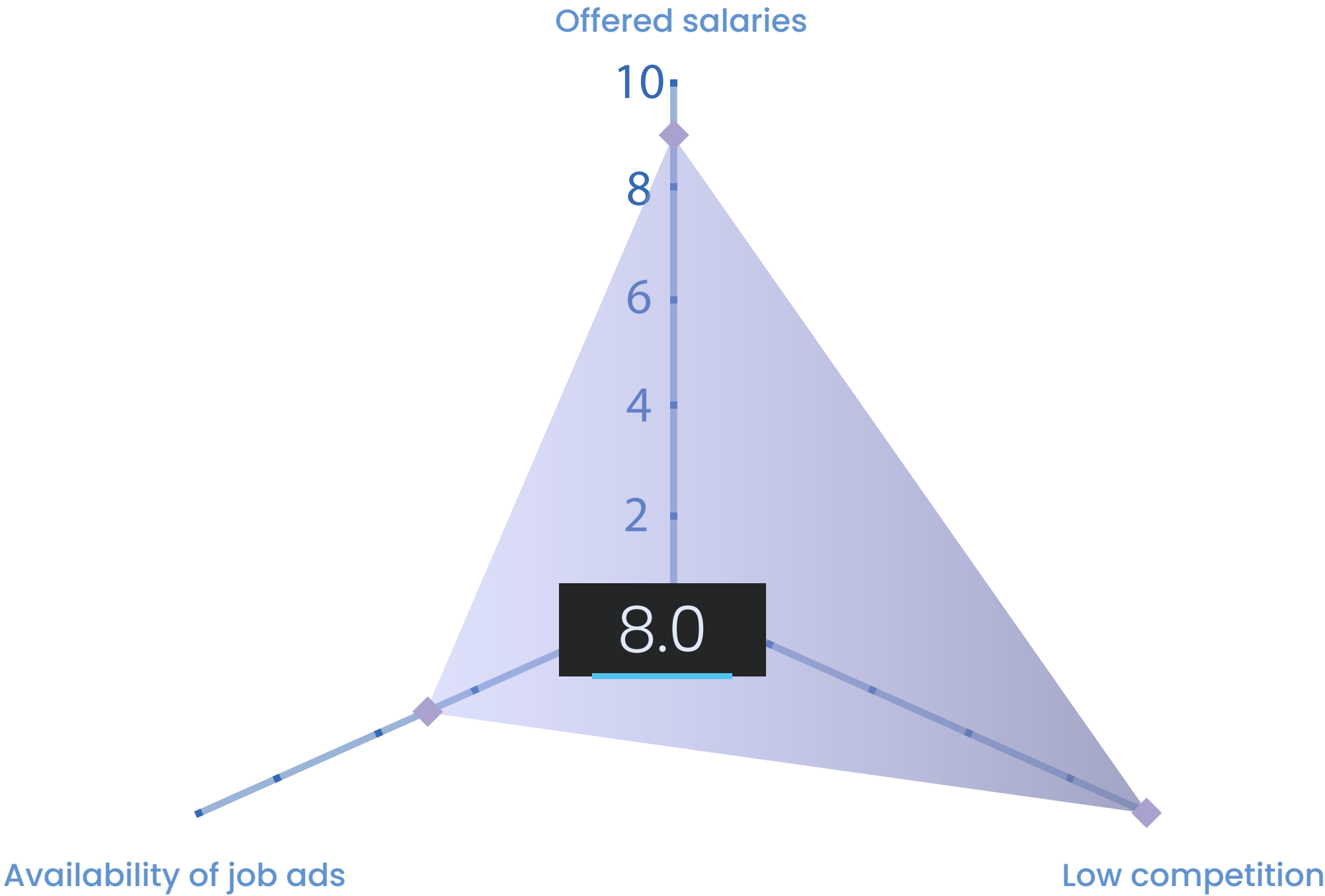
# .ERP

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 | 7,000 – 10,300  | 6,000 – 10,000  | 14 |
| Mid    | 16,800 – 24,000 | 12,500 – 18,000 | 8  |
| Senior | 26,900 – 32,000 | 18,000 – 25,000 | 6  |



## The most frequent requirements in job ads

SAP 43%

ABAP 12%

HANA 9%

SQL 8%

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on [nofluffjobs.com](#) in 2024. Category share based on advertisements published on [nofluffjobs.com](#) in 2024.



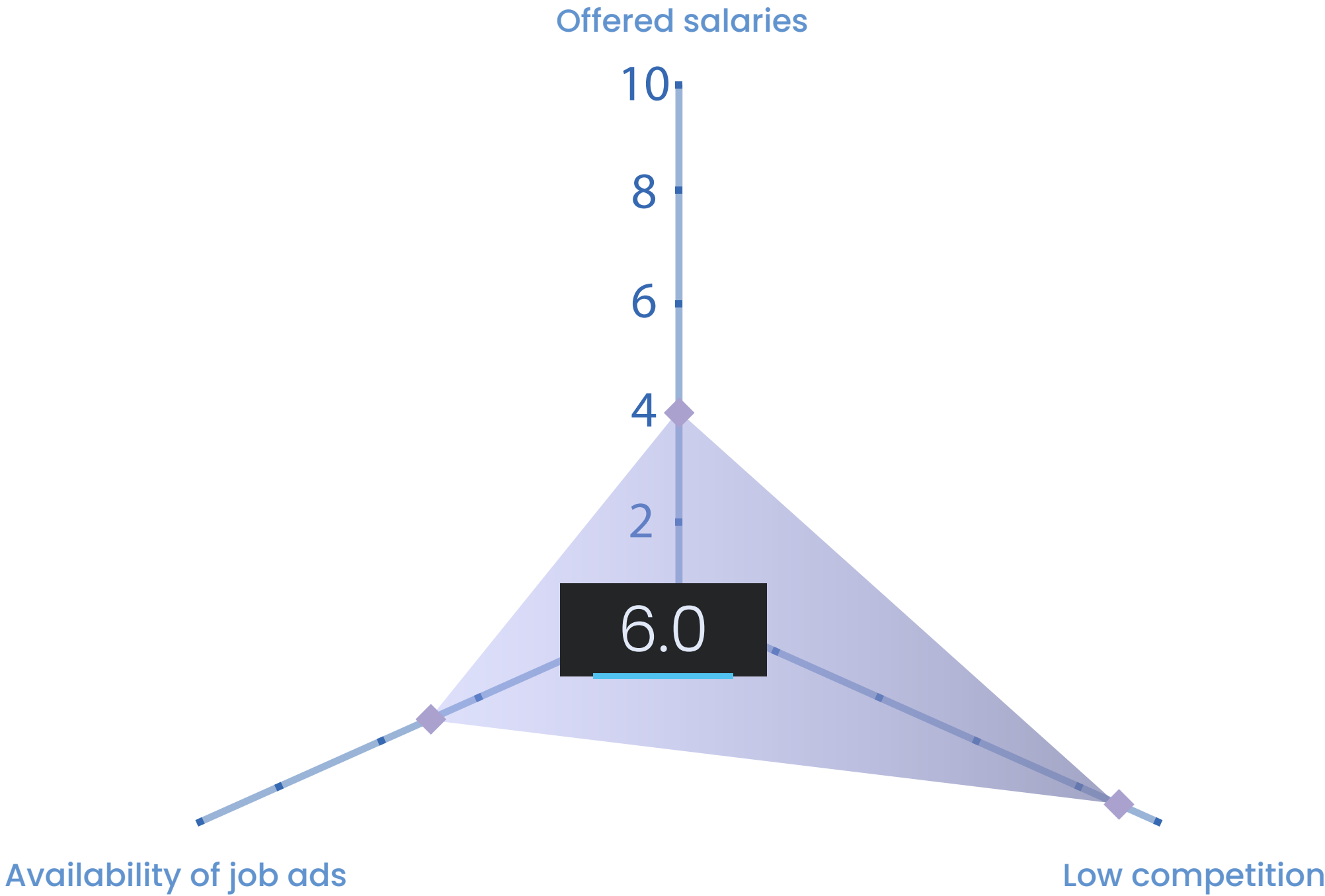
# .IT System Administration

Share of category in the total IT job market

3.5%

Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV |
|--------|-----------------|-----------------|----|
| Junior | 6,900 – 10,700  | 6,000 – 8,600   | 32 |
| Mid    | 15,100 – 20,000 | 10,500 – 15,000 | 18 |
| Senior | 20,000 – 25,200 | 15,500 – 20,000 | 12 |



## The most frequent requirements in job ads

|           |             |          |            |
|-----------|-------------|----------|------------|
| Linux 37% | Windows 19% | Bash 14% | Python 14% |
|-----------|-------------|----------|------------|

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for 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 contracts of employment, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in 2024. Category share based on advertisements published on nofluffjobs.com in 2024.



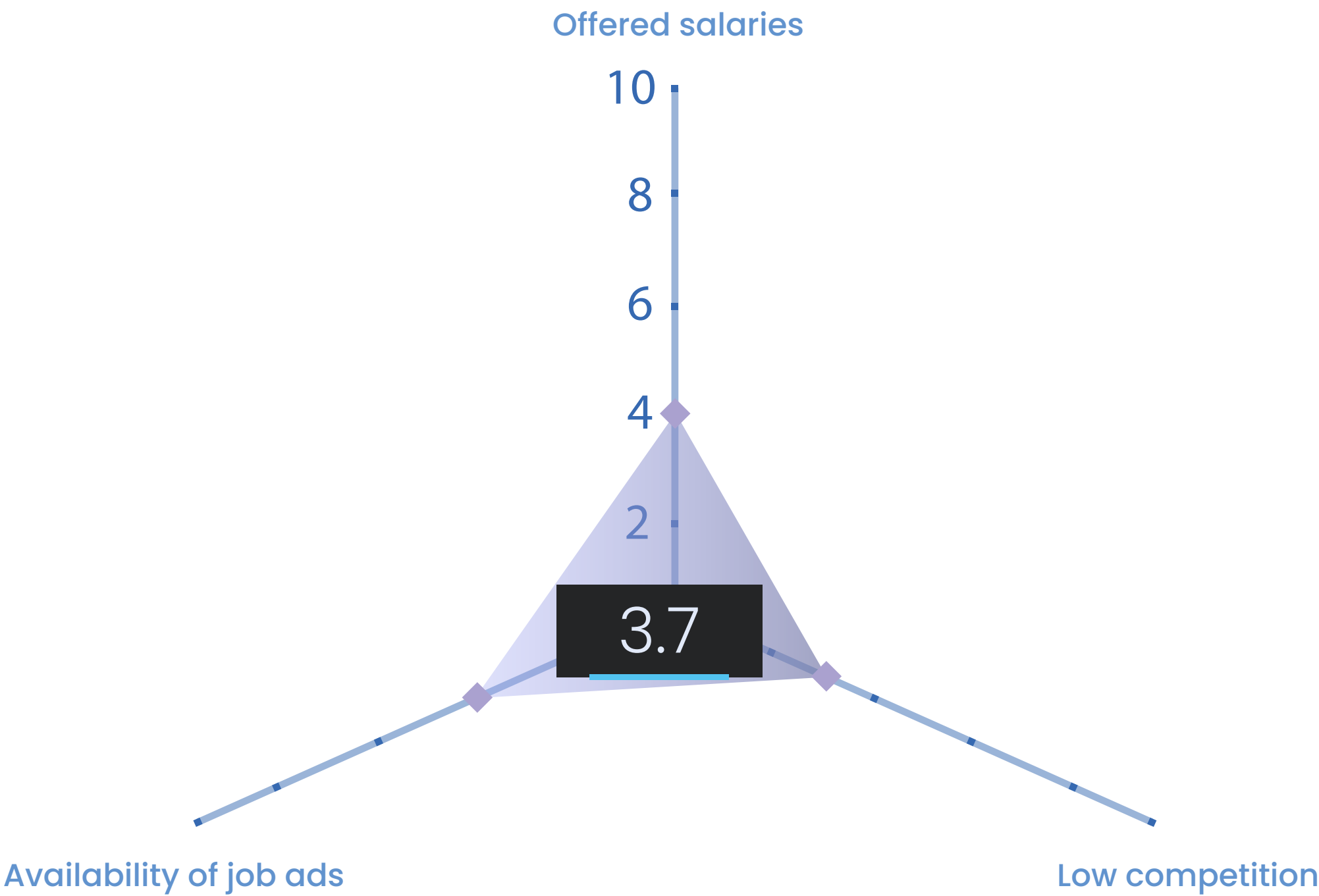
# .Project Management

Share of category in the total IT job market

3.5%

Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV  |
|--------|-----------------|-----------------|-----|
| Junior | 6,900 – 10,100  | 6,000 – 8,000   | 144 |
| Mid    | 14,000 – 18,000 | 11,400 – 16,000 | 87  |
| Senior | 20,000 – 25,200 | 17,000 – 22,900 | 74  |



## The most frequent requirements in job ads

Project Management 52%

Jira 27%

Confluence 14%

Agile 14%

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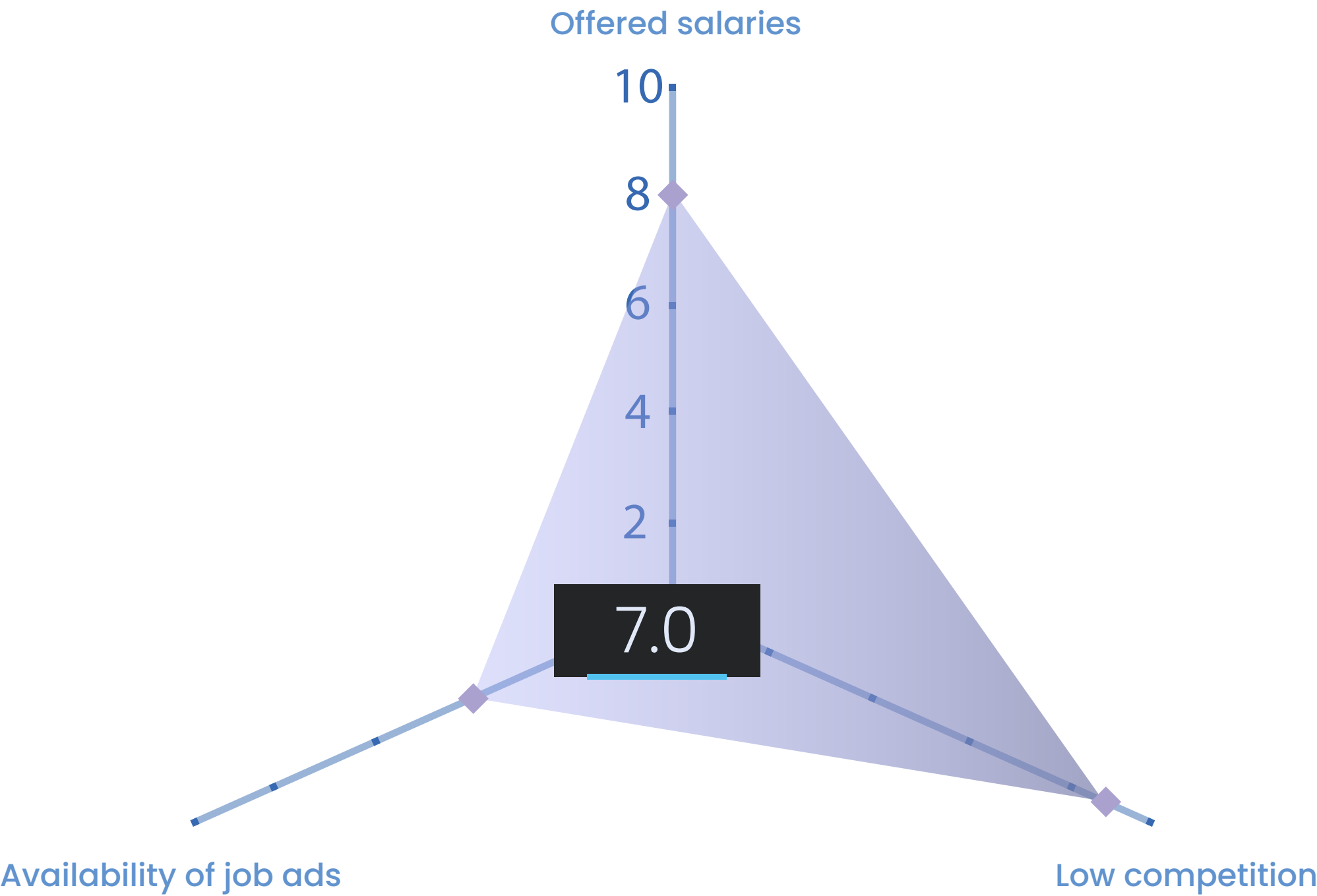


# .Security

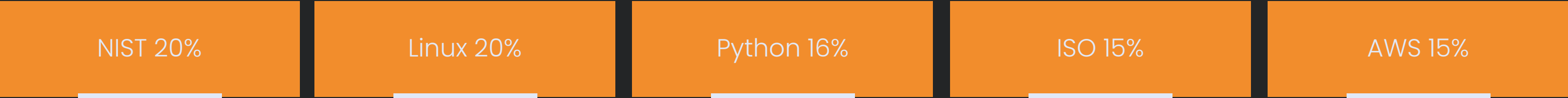


Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV |
|--------|-----------------|-----------------|----|
| Junior | 8,000 – 15,000  | 6,000 – 8,000   | 56 |
| Mid    | 18,500 – 25,000 | 13,500 – 18,000 | 18 |
| Senior | 23,500 – 30,000 | 20,000 – 25,000 | 12 |



## The most frequent requirements in job ads



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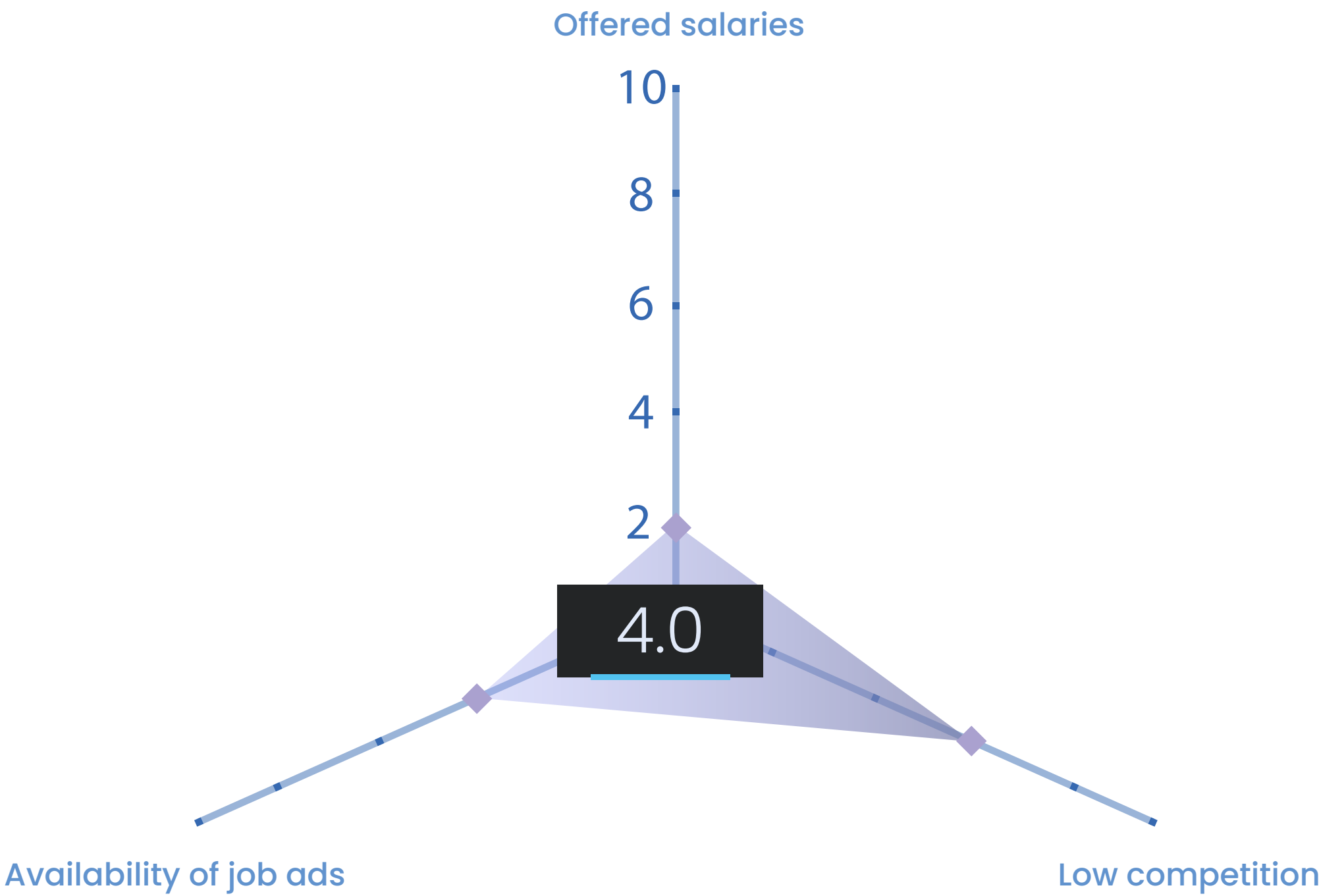
# .IT Support

Share of category in the total IT job market

3.0%

Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV |
|--------|-----------------|-----------------|----|
| Junior | 7,000 – 10,000  | 6,000 – 8,000   | 47 |
| Mid    | 11,800 – 15,100 | 8,000 – 11,500  | 42 |
| Senior | 16,000 – 21,800 | 13,400 – 19,100 | 34 |



## The most frequent requirements in job ads

Windows 18%

Linux 17%

SQL 16%

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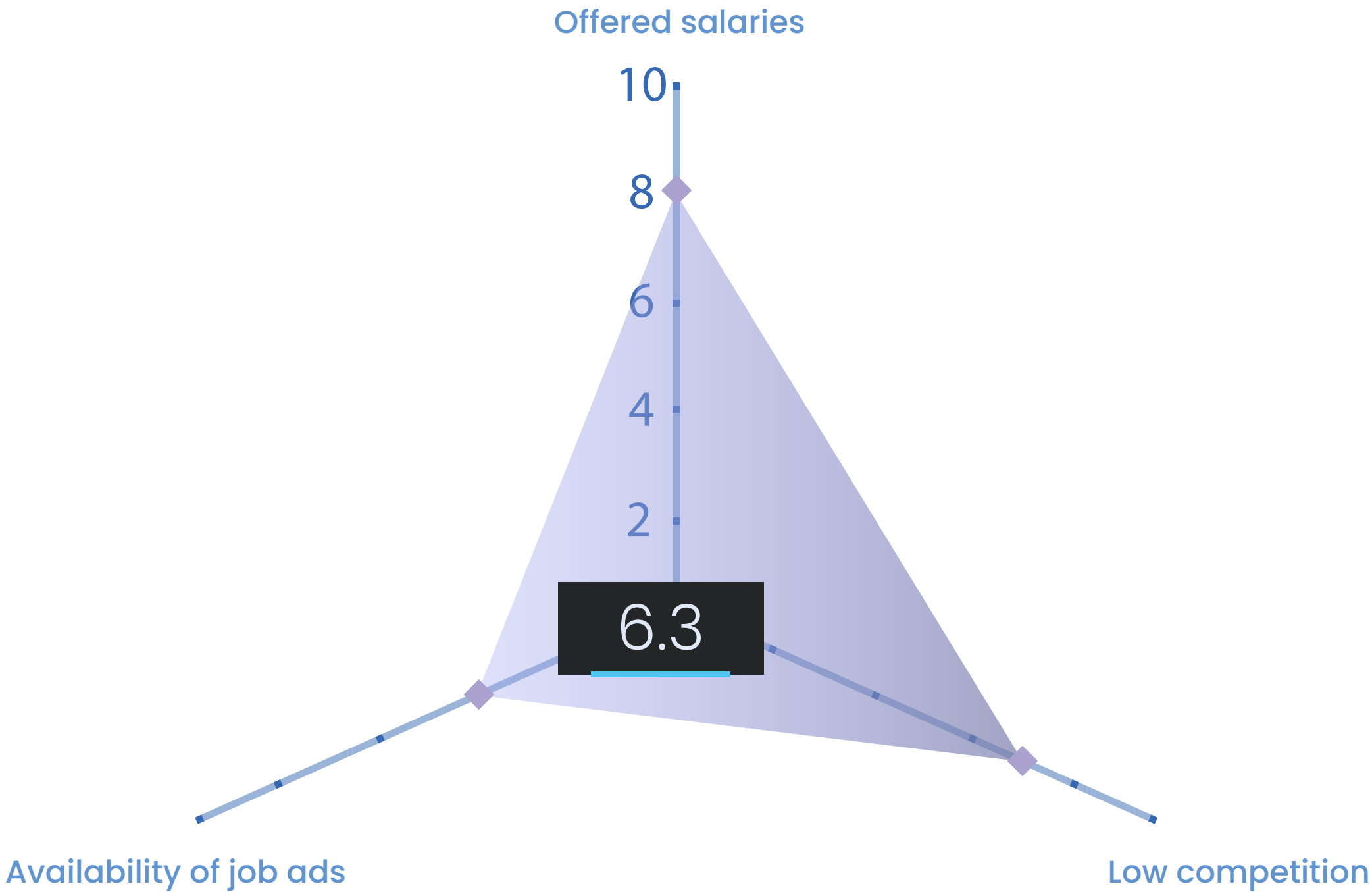
# .AI

Share of category in the total IT job market

3.0%

Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV  |
|--------|-----------------|-----------------|-----|
| Junior | 7,000 – 9,000   | 5,500 – 9,000   | 173 |
| Mid    | 16,000 – 21,000 | 13,000 – 19,000 | 40  |
| Senior | 23,500 – 30,000 | 18,000 – 25,000 | 21  |



## The most frequent requirements in job ads

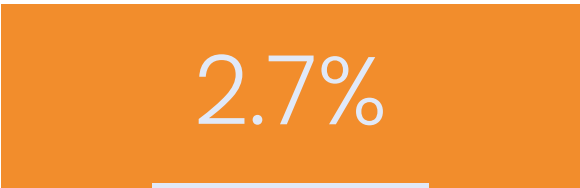
|            |                      |             |                |
|------------|----------------------|-------------|----------------|
| Python 76% | Machine Learning 44% | PyTorch 24% | TensorFlow 22% |
|------------|----------------------|-------------|----------------|

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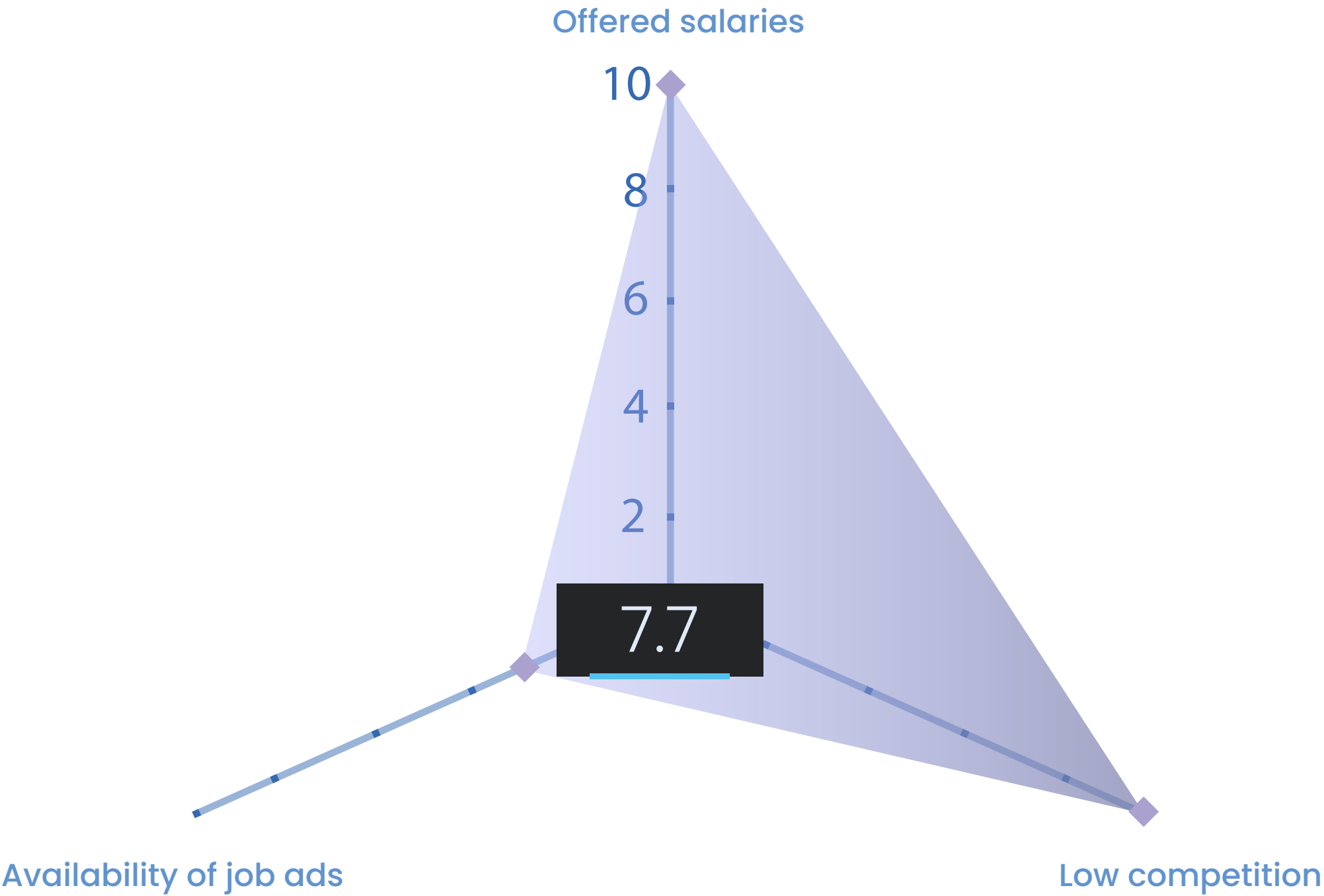
# .Architecture

/ Share of category in the total IT job market

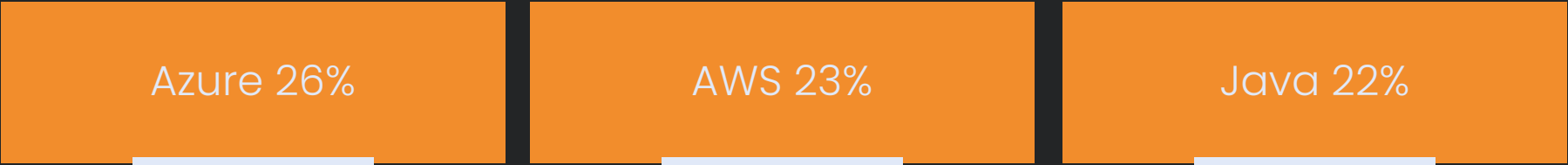


Salaries offered and average number of applications per job ad

|        | B2B                | UoP                | CV |
|--------|--------------------|--------------------|----|
| Junior | Insufficient data* | Insufficient data* | 9  |
| Mid    | 24,500 – 29,000    | 16,000 – 22,600    | 8  |
| Senior | 26,000 – 32,000    | 21,000 – 30,000    | 8  |



## The most frequent requirements in job ads



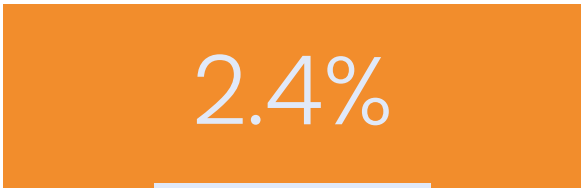
*\*We were unable to determine the salary range medians for this type of contract and seniority. It means that the number of job ads was too little here to draw a qualitative sample*

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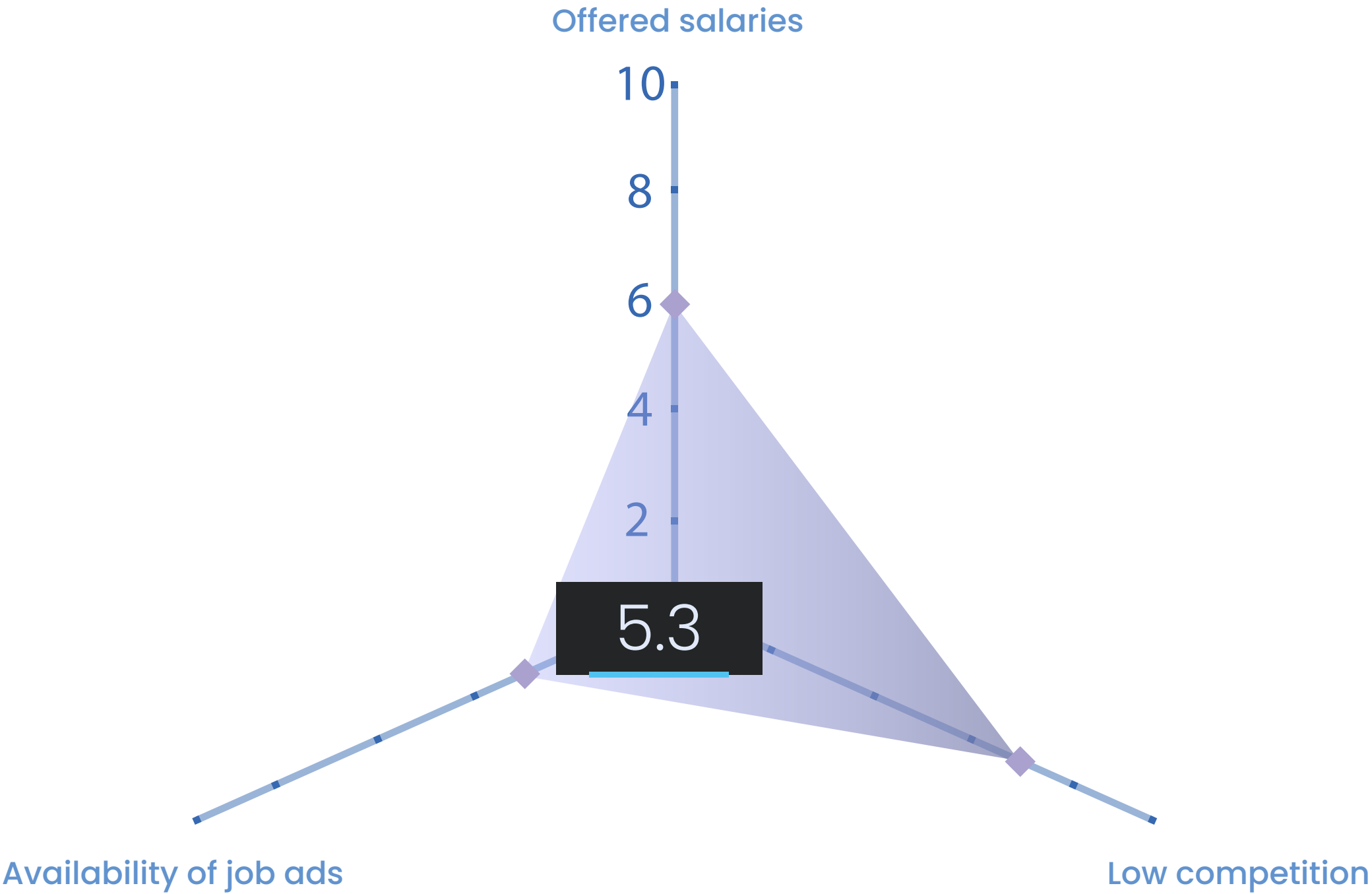
# .Mobile

/ Share of category in the total IT job market



Salaries offered and average number of applications per job ad

|        | B2B                | UoP                | CV |
|--------|--------------------|--------------------|----|
| Junior | Insufficient data* | Insufficient data* | 77 |
| Mid    | 16,800 – 21,800    | 14,200 – 19,700    | 44 |
| Senior | 20,000 – 28,400    | 19,200 – 26,500    | 28 |



## The most frequent requirements in job ads



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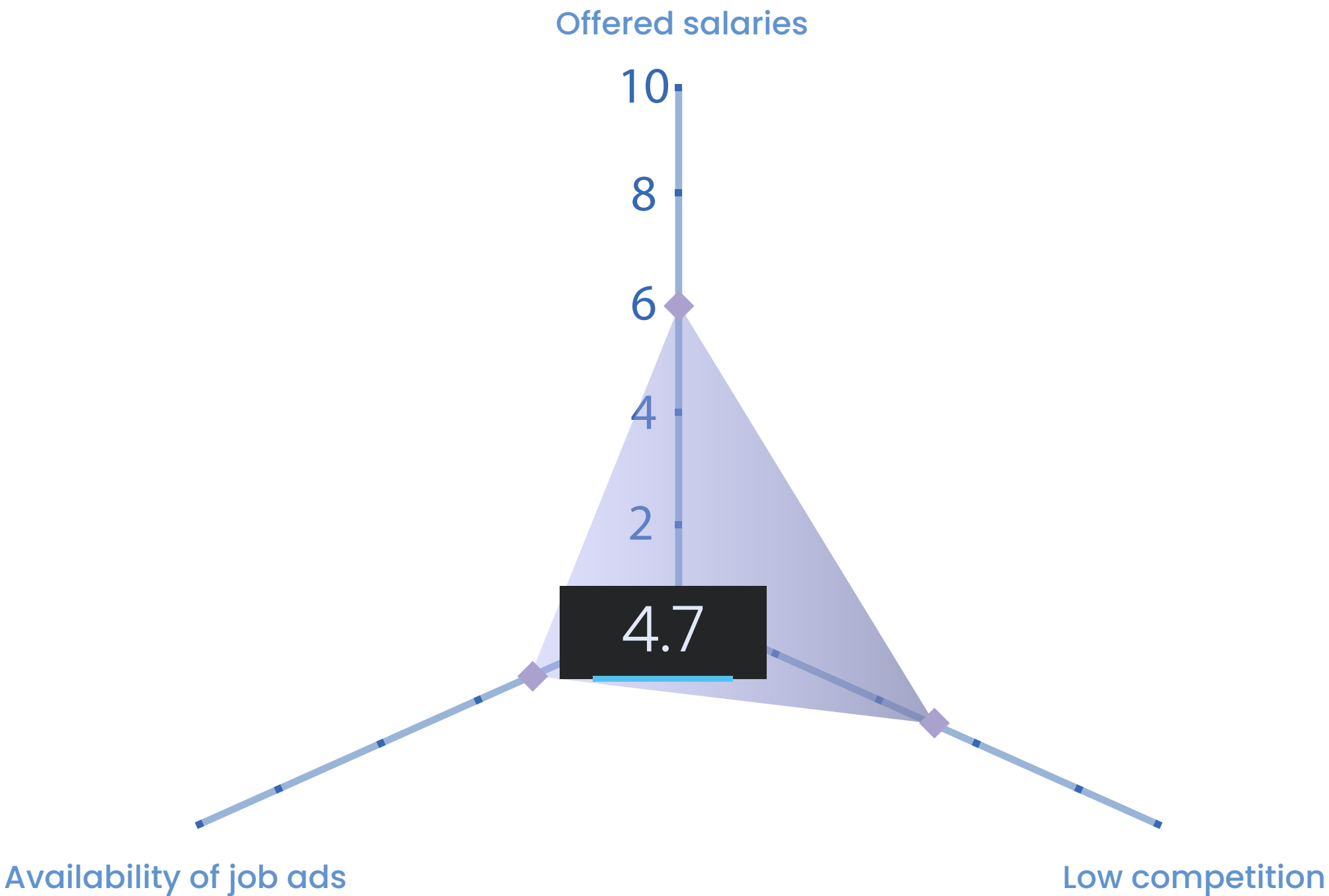
# .Product Management

Share of category in the total IT job market

2.0%

Salaries offered and average number of applications per job ad

|        | B2B                | UoP                | CV |
|--------|--------------------|--------------------|----|
| Junior | Insufficient data* | Insufficient data* | 36 |
| Mid    | 16,900 – 22,300    | 14,000 – 20,000    | 56 |
| Senior | 20,000 – 26,000    | 17,500 – 25,000    | 61 |



## The most frequent requirements in job ads

Product Development 16%

Jira 15%

Agile 12%

Product Vision 12%

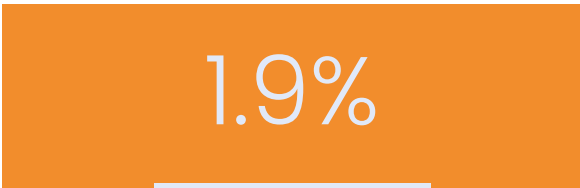
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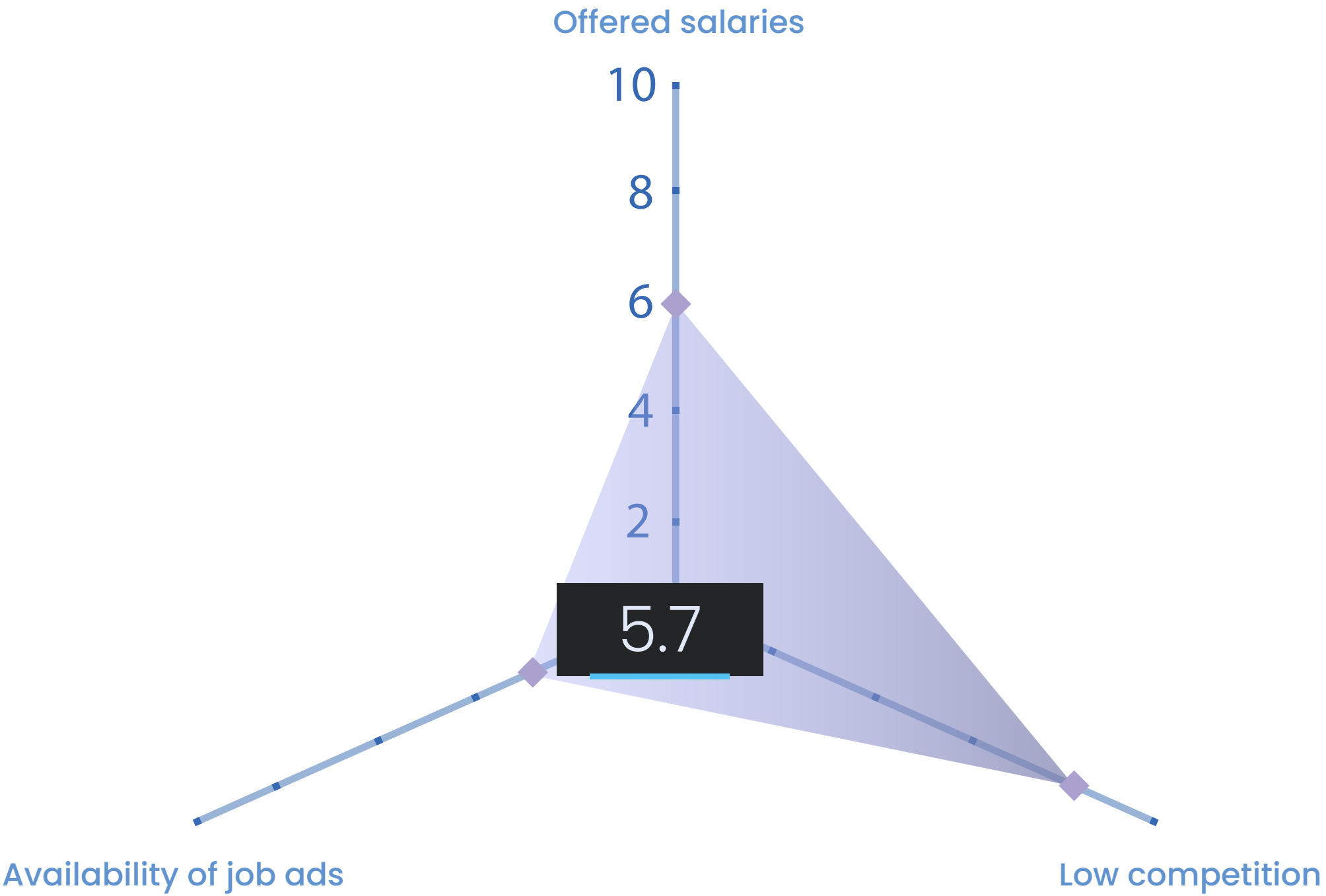
# .Embedded

/ Share of category in the total IT job market



Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV |
|--------|-----------------|-----------------|----|
| Junior | 7,000 – 10,000  | 6,000 – 10,000  | 42 |
| Mid    | 16,000 – 23,000 | 13,000 – 18,000 | 28 |
| Senior | 18,900 – 27,700 | 17,000 – 25,000 | 21 |



## The most frequent requirements in job ads



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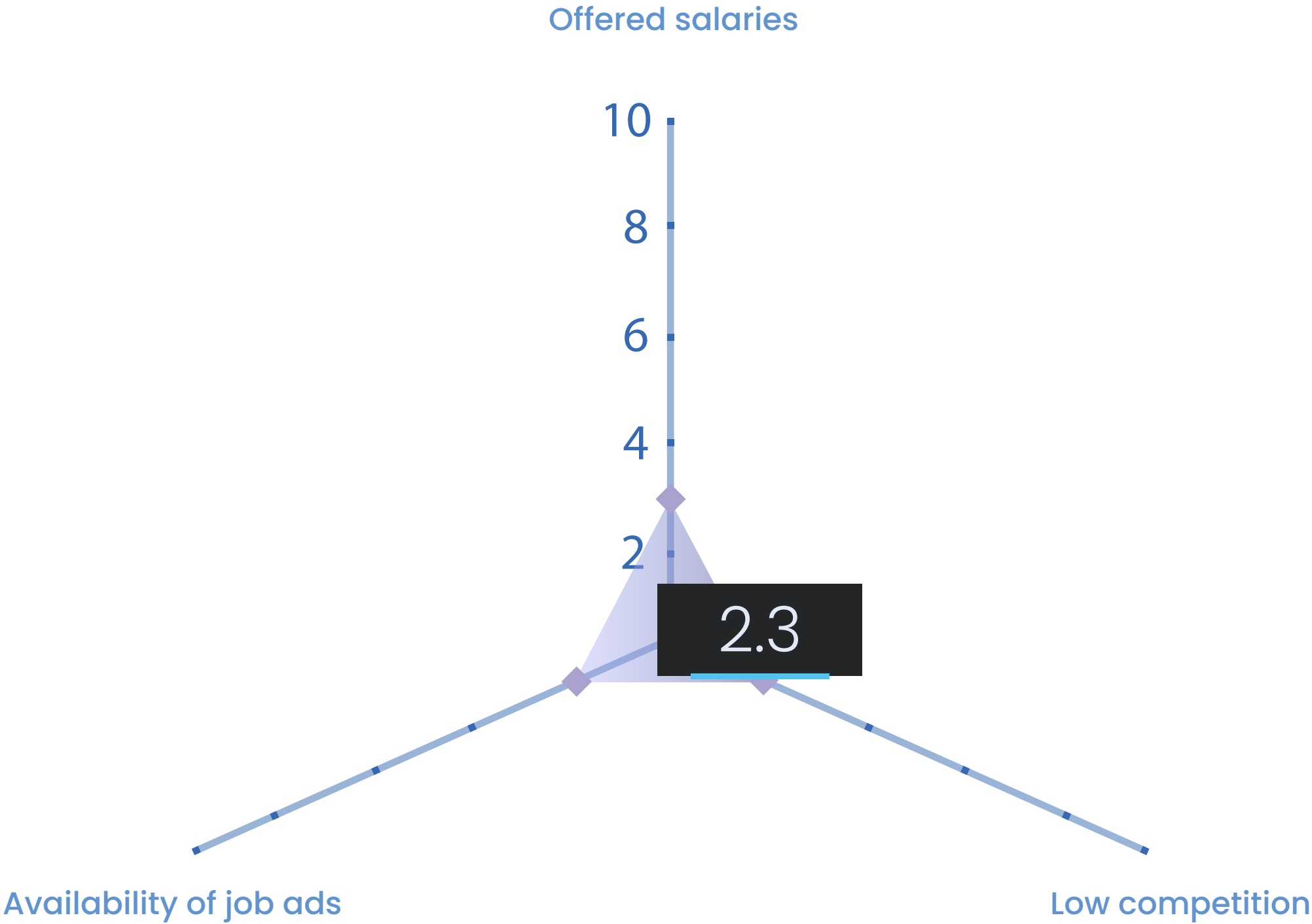
# .UX/UI/Design

Share of category in the total IT job market

1.7%

Salaries offered and average number of applications per job ad

|        | B2B             | UoP             | CV  |
|--------|-----------------|-----------------|-----|
| Junior | 6,500 – 8,700   | 5,800 – 7,000   | 154 |
| Mid    | 12,000 – 16,800 | 9,000 – 13,000  | 105 |
| Senior | 16,500 – 21,800 | 13,000 – 18,500 | 72  |



## The most frequent requirements in job ads

Figma 57%

UI 28%

UX Design 26%

Illustrator 17%

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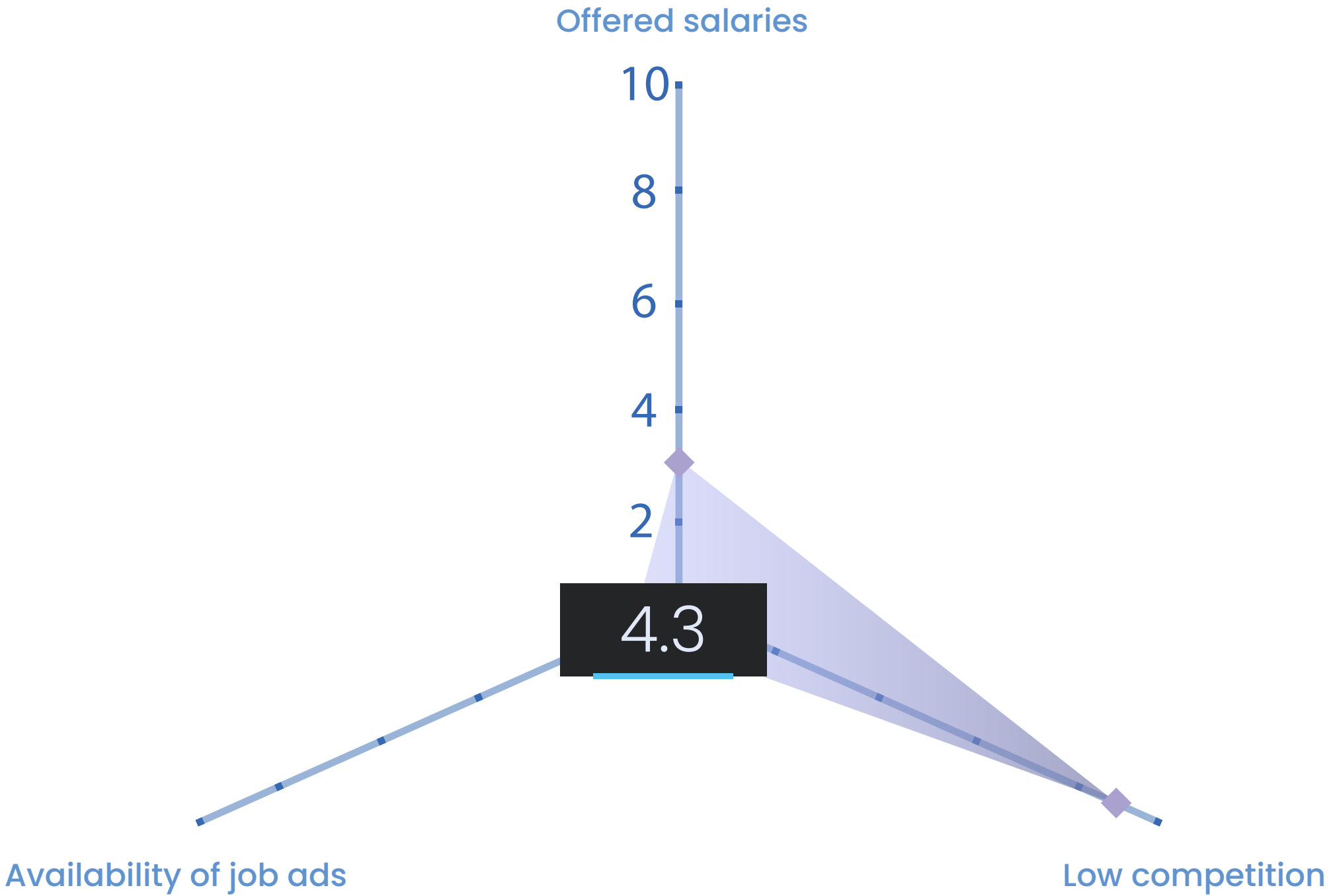
# .Game Dev

Share of category in the total IT job market

1.1%

Salaries offered and average number of applications per job ad

|        | B2B                | UoP                | CV |
|--------|--------------------|--------------------|----|
| Junior | Insufficient data* | Insufficient data* | 21 |
| Mid    | 12,000 – 20,000    | 12,000 – 18,000    | 17 |
| Senior | 18,700 – 25,000    | 15,000 – 18,000    | 10 |



## The most frequent requirements in job ads

|           |        |                   |         |
|-----------|--------|-------------------|---------|
| Unity 42% | C# 24% | Unreal Engine 17% | C++ 15% |
|-----------|--------|-------------------|---------|

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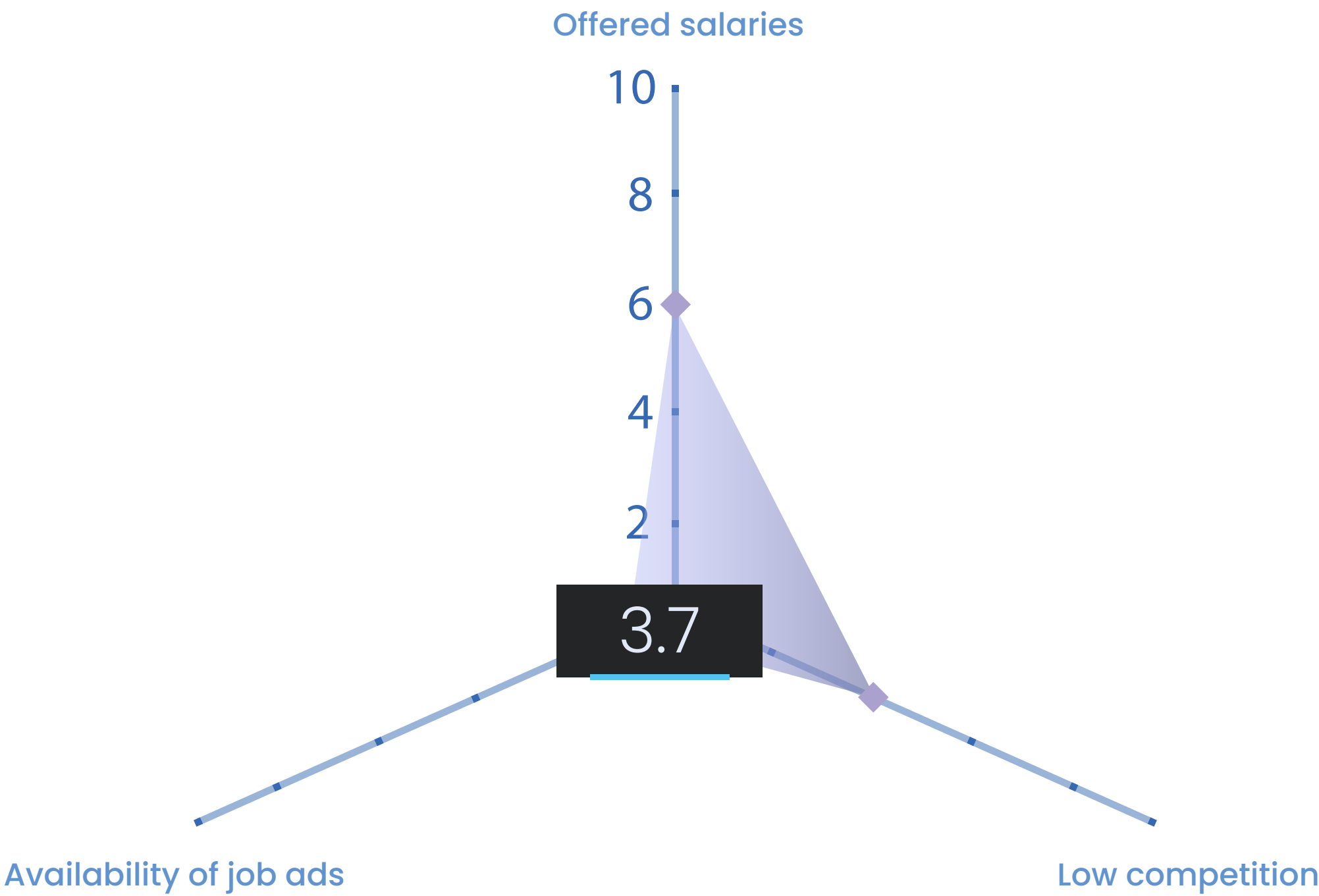
# .Agile/Scrum Master

Share of category in the total IT job market

0.4%

Salaries offered and average number of applications per job ad

|        | B2B                | UoP                | CV |
|--------|--------------------|--------------------|----|
| Junior | Insufficient data* | Insufficient data* | 52 |
| Mid    | 16,500 – 23,000    | 15,000 – 19,500    | 83 |
| Senior | 23,000 – 26,900    | 16,000 – 24,000    | 71 |



## The most frequent requirements in job ads

|           |           |          |          |
|-----------|-----------|----------|----------|
| Scrum 49% | Agile 46% | Jira 23% | SAFe 18% |
|-----------|-----------|----------|----------|

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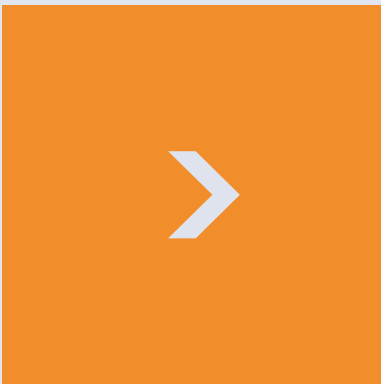
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