



**HSBC**

# **IT Job Market in Poland 2025/2026**

**Time for a system restart**

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Tomasz Bujok  
CEO No Fluff Jobs

# Turning the IT industry off and on again

This year, we are presenting the report under the subtitle “System restart,” as we have the impression that after three years someone has actually pressed the button and rebooted the entire industry. The number of job postings has **increased significantly** compared to both 2024 and 2023. Salaries – true to form – are on the rise again. Competition per vacancy has decreased. All of these are **positive signs** of a new phase in the tech sector.

However, the aforementioned “restart” did not appear on the cover page by accident. It also has a broader meaning – particularly in 2026, which we see as the start of **a new chapter, including in the area of pay transparency**. The „Jasne zarobki” act, which partially implements the Pay Transparency Directive, has just entered into force. While far from revolutionary and only loosely aligned with the expectations its public label may have created, it clearly signals the direction of change. More far-reaching reforms are already visible on the horizon – reforms that Poland, like other EU countries, will be required to introduce.

The Pay Transparency Directive, aimed at ensuring equal pay for women and men, has the potential to bring us much closer to **the transparent labor market** that we at No Fluff Jobs have been fighting

for – fiercely and consistently – since 2014. It will require employers to introduce structured pay scales, share information about average salaries within organizations more frequently, and ultimately make the absence of salary ranges in job ads a thing of the past.

Employers, in fact, have plenty to think about this year – and will continue to do so. Things were already heating up in December, when the final decisions regarding the powers of the National Labour Inspectorate were still unknown. The NLI was expected to gain authority to **reclassify B2B contracts and mandate contracts as employment contracts** wherever an employment relationship is presumed.

In an industry such as IT – where business-to-business contracts are not only the norm, but often also the preferred model for both parties – this could have led to far-reaching (read: costly) consequences. For now, the provisions have been somewhat softened, but it remains unclear what will happen next. For a market that is currently experiencing a rebound, a sudden reshaping of thousands of contracts would once again force a press of the [RESTART] button. In the current situation, that seems unnecessary for everyone involved.

*Tomasz Bujok*

## Expert comment

# How was this year for HSBC Technology Poland?



**Ewa Baranowska**  
Head of HSBC  
Technology Centre  
Poland

The past year has been a period of dynamic transformation and technological acceleration for HSBC. In the face of social and geopolitical changes, HSBC Technology Poland not only kept pace with change, but emerged as one of the key innovation hubs within the bank's global structures.

At HSBC, we challenge the myth that the development of AI inevitably leads to job reductions. In practice, we are seeing growing demand for new, highly specialized skills – particularly in automation, data, and digitalization.

We are proud of the implementation of AI and machine learning solutions that actively support our employees in their day-to-day work. By introducing generative AI, we are streamlining processes, automating repetitive tasks, saving thousands of working hours, and

improving the quality of services delivered to our clients – while at the same time enabling our teams to develop new competencies and focus on more creative, high-value challenges. One example of this approach is HSBC's partnership with Mistral AI, which allows us to deploy innovative AI solutions even faster.

The year 2025 clearly demonstrated how technology can translate into everyday impact. Automation and AI reshaped the way we approach our work, while clients experienced tangible improvements in both speed and service quality. Our teams focused on building solutions that respond directly to customer needs – experimenting with new tools and continuously seeking ways to optimize processes. At HSBC, we believe that this very approach – combining advanced technology with human creativity – is the key to long-term success.

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The report partner is



**HSBC Technology Poland  
is HSBC's technology hub  
– a global bank serving  
41 million customers  
worldwide.**

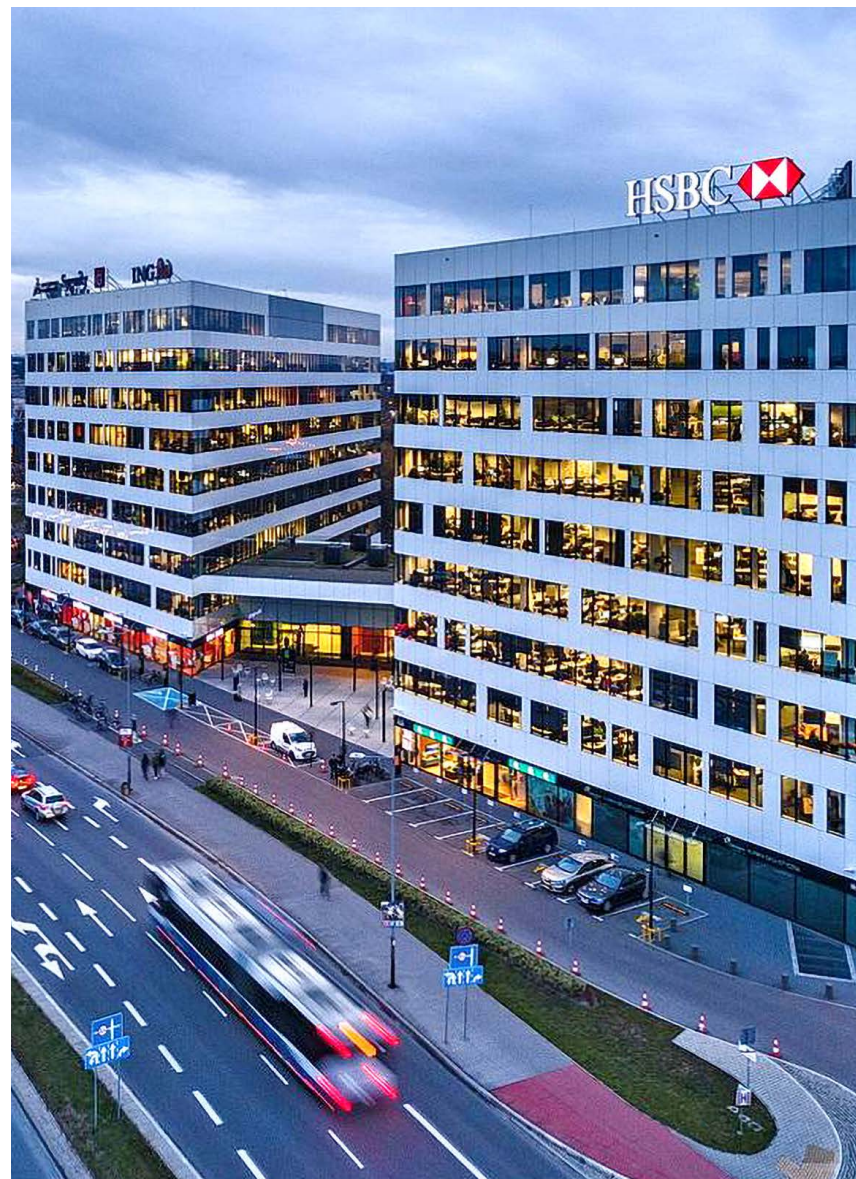
Discover how HSBC can support your growth and open up new career opportunities for you.

What does HSBC  
Technology Poland do?

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here?

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# Key insights from 2025

## Foreword and a snapshot of the year

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The number of new job postings in 2025 **increased by 44%** year on year – an extraordinary and largely unexpected market rebound.

The average number of applications per job posting decreased **by 45%** year on year, with comparable percentage declines observed among junior and more experienced candidates alike.

Salaries **increased overall, more often under B2B contracts** than under employment contracts. The most significant jumps were recorded in **DevOps, Security, Support, UX/UI/Design, and ERP** categories.

Despite the strong growth in the number of job postings, specialization trends remained largely unchanged. **Data & BI** and **Business Analysis** increased their share by just over one percentage point, while **Frontend, Backend, System Administration, Embedded,** and **ERP** recorded slight declines.

The largest percentage declines in competition per role were observed in **AI, Fullstack, Business Analysis,** and **UX/UI/Design.** **Frontend** positions still see the highest level of competition, averaging **78 applicants** per vacancy.

**Remote work** continues to dominate IT job postings, accounting for over 42% of offers, although its share has been decreasing year on year. **Hybrid work, meanwhile, is expanding** at a rapid pace and has already reached a 35% share.

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# Job availability

How many roles were  
open, and where was  
competition the strongest?

# More available positions, higher employer demand

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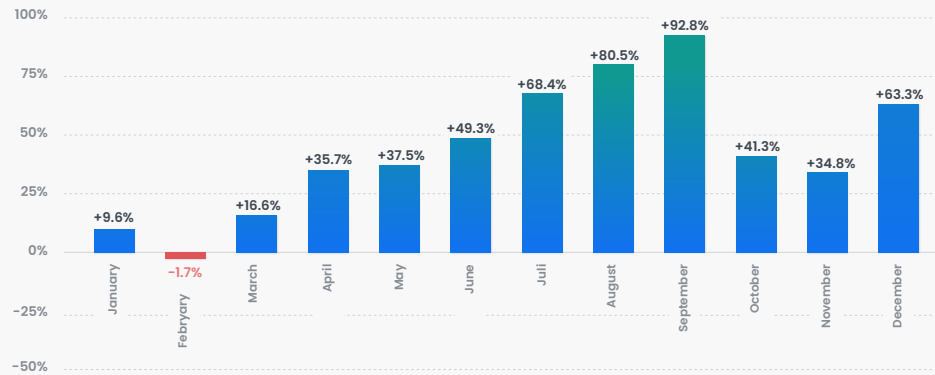
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We had been waiting for this kind of chart reflecting the health of the IT industry for more than two years. It appears that the “patient” is alive – and doing significantly better than before. In virtually every month of 2025, the year-on-year comparison in the number of published job postings was positive. The end of the summer surprised even us, as during that period we came close to doubling the number of job ads compared to 2024.

Overall, the number of available positions in 2025 was 44% higher than in the previous year. When compared with 2023, the increase exceeded 41% as well. This clearly indicates a genuine rebound – one that we believe may also signal a more lasting shift. Another noteworthy metric is the average number of job postings published per employer. This figure rose from 10 in 2024 to 17 in 2025, providing yet another positive sign of a new opening in the market.

**Difference in job availability: 2025 vs. 2024**



**Difference in job availability: 2025 vs. 2024**

**+44%**

**Average job postings per employer**

2024: **10**

2025: **17**

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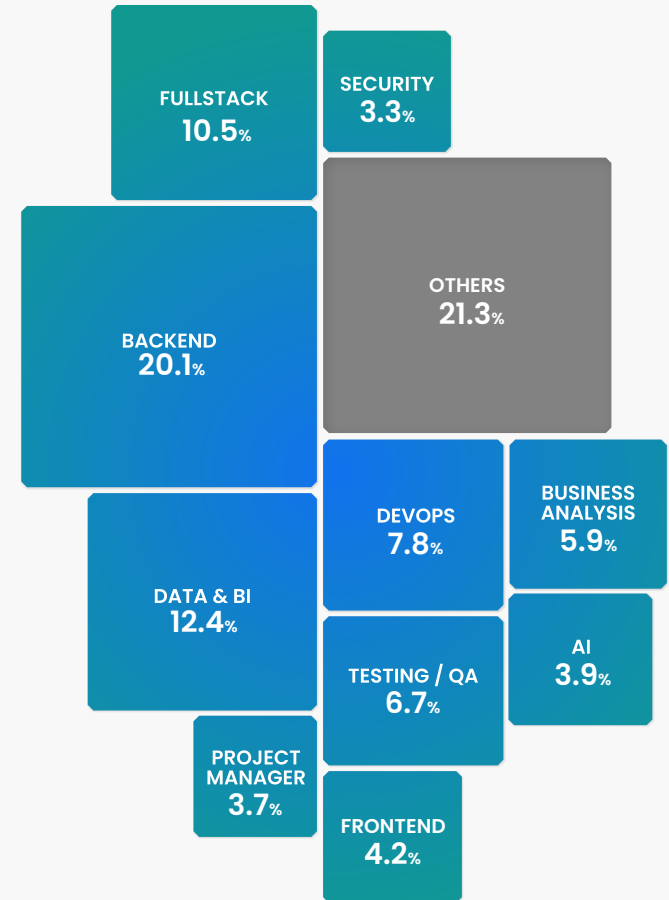
# Specialization trends remain stable, with Backend and Data leading

It came as no surprise that **Backend** continues to dominate as **the largest area of demand among employers**. It has held the number one position in the tech sector for years. In 2025, **one in five job postings** was aimed at Backend specialists.

What is more interesting, however, is that despite a significant increase in overall job availability, the distribution of individual categories remained largely unchanged. As in previous years, **Data & BI** recorded a modest increase (+1.4 pp), while **Business Analysis** also grew (+1.2 pp). **Artificial intelligence**, meanwhile, continues to generate more discussion than actual market growth – the category expanded by less than one percentage point compared to 2024.

Declines were similarly marginal. **System Administration** lost just over one percentage point, while **Embedded, ERP, and Frontend** each saw decreases of less than one pp. Frontend in particular – along with programming as a whole – has been steadily losing share in recent years, reinforcing the notion that modern IT encompasses far more specializations than coding alone.

Which IT areas have the most work?





**Maciej Pawlik**  
Head of HR, HSBC Global  
Service Centre Poland

## Expert comment

# Which areas will HSBC be recruiting in in 2026?

In 2026, HSBC is focusing on expanding teams that will drive the digital transformation of financial services on a global scale. We are looking for specialists in AI, machine learning, automation, cybersecurity, cloud, software engineering, data analytics, and mobile application development.

Our hiring needs reflect global trends – the growing importance of security, automation, and the personalization of financial services. What matters is not only advanced technical expertise, but also the ability to work in agile, cross-functional teams, a strong understanding of business and user needs, and the capacity to adapt quickly to evolving technologies.

We particularly value experts who can design and deploy AI solutions, integrate them with existing infrastructure, and ensure high data quality and robust process security. Cloud engineering and resilience risk capabilities are also playing an increasingly important role.

Today, HSBC is an environment where diversity, autonomy, and collaboration truly matter. We build teams that have a real impact on products and customer experience. Our goal is to create a workplace where technology and innovation go hand in hand with talent development and a strong partnership-driven culture. At HSBC, we believe the future of finance lies in the combination of modern tools, openness to change, and continuous skills development.

# Competition is significantly lower than last year.

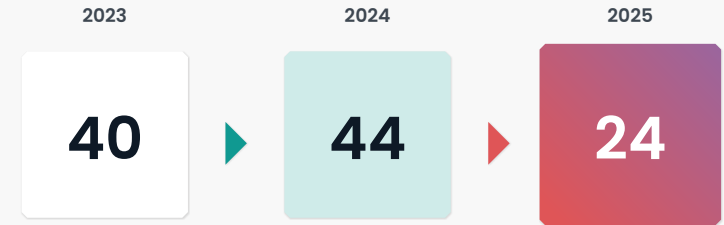
## Time to apply!

Given the significant growth in the number of available job postings, a simultaneous **decline in the average number of applications** per vacancy was a fairly expected development. After all, the market did not suddenly attract tens of thousands of new professionals – those already in the industry simply faced less intense competition for open roles.

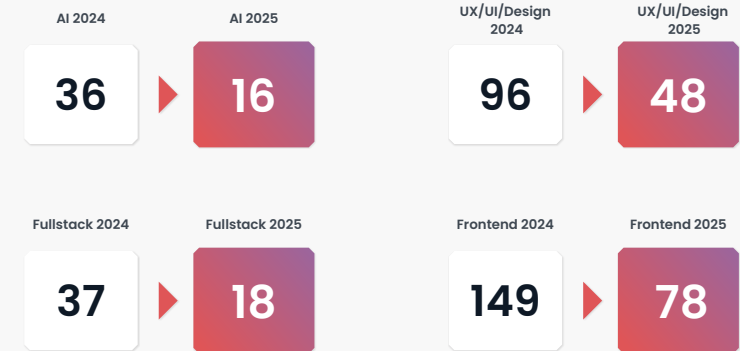
Across the market as a whole, the average number of CVs submitted per job posting **fell by 45%**. What is particularly noteworthy, however, is that this decline was almost identical in percentage terms across junior, mid-level, and senior candidates.

The steepest percentage drops were recorded in **AI** and **Fullstack**, with both categories seeing declines of just over 50%. Decreases of more than 40% were also observed in **Mobile**, **Testing**, **UX/UI/Design**, **Frontend**, **Project Management**, and **Business Analysis**.

### Average number of applications per job posting



### Largest percentage changes (average number of applications)



# Speaking of competition...

## No Fluff Jobs is the No. 1 IT job board!

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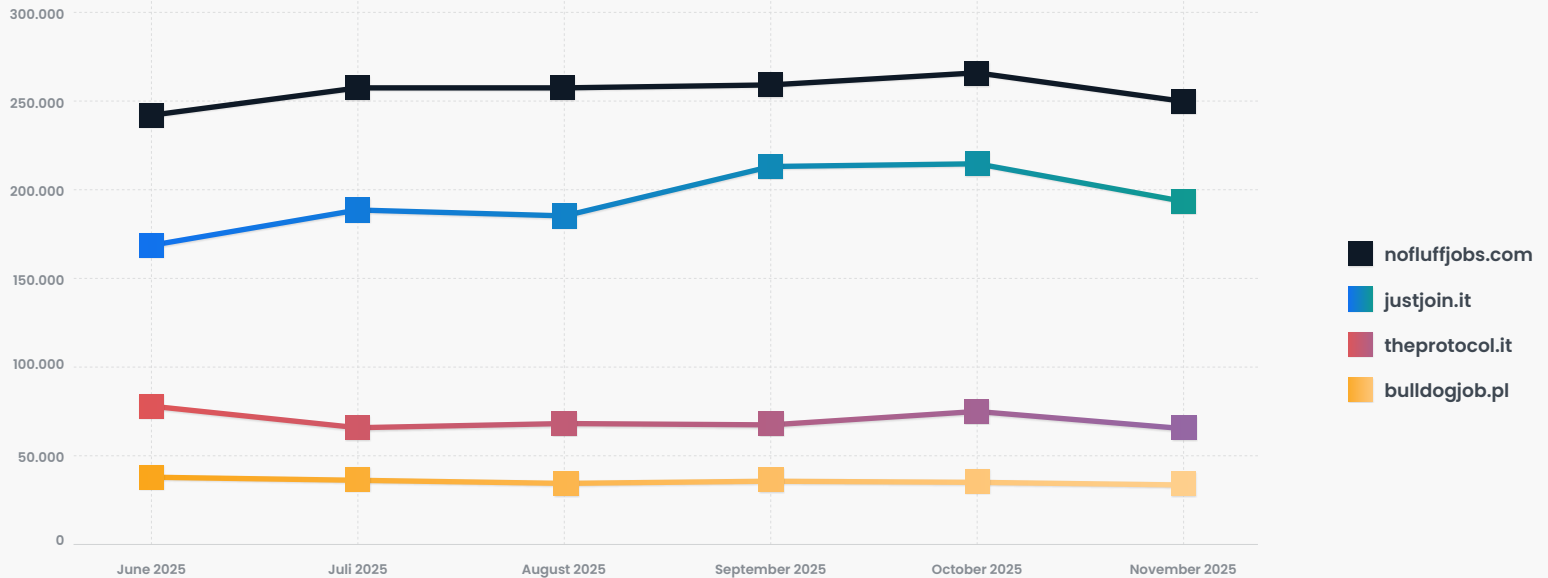
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Unique users of IT job boards in Poland



Source: SimilarWeb, data from June–December 2025

# Top salary ranges and most active recruiters

Salaries under B2B contracts are presented in PLN net (+VAT), while salaries under employment contracts are shown in PLN gross.

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## Ranges for each experience level

Highest Junior-level salary ranges			
B2B	Junior Backend Node.js / Python3 Programmer	Taxedo	25,200 - 33,600
CoE	Junior Product Manager	Bayer	16,000 - 20,000

Highest Mid-level salary ranges			
B2B	OMP Specialist – Demand Planning (DP)	ITFS	58,800 - 63,840
CoE	Engineering Manager (L7)	Apollo.io	33,000 - 52,000

Highest Senior/Expert-level salary ranges			
B2B	SAP EWM Consultant	Antal	58,800 - 67,200
CoE	Senior Engineering Tech Lead	Monday.com	71,000 - 76,000

## Highest number of job postings

Company name	
Capgemini Polska	1,368
Link Group	1,149
HSBC Technology Poland	1,113
AVENGA	868
Scalo	822
Antal	790
ITFS	630
Devire	541
Connectis_	503
Mindbox, SquareOne	500

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# What it takes?

Which skills matter most,  
and do employers focus  
on experience?

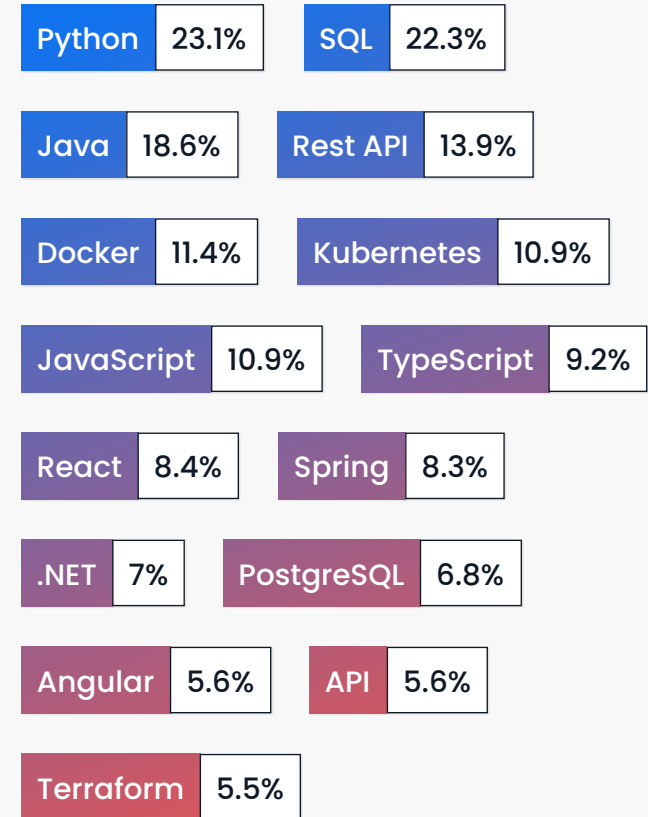
# Which skills pay off and which are on the rise?

The top technical requirements have **not changed significantly** over the past year. This is largely a consequence of only minor shifts in job availability across individual IT categories.

As a result, **Python, SQL, and Java** continue to dominate—core tools for backend and fullstack developers as well as data analysts. **Python**, in particular, has been gaining ground year after year, typically by 3–4 percentage points. In 2025, it appeared as a requirement in **23.1%** of job postings.

Over the past year, many requirements recorded increases, although these were relatively modest – generally no more than a few percentage points. In addition to Python, notable gains were seen for **Spring** (+4 pp), **Rest API** (+2.7 pp), **SQL** (+1.9 pp), and **React** (+1.7 pp). Declines were similarly minor, with **CSS** (-0.4 pp) and **JavaScript** (-0.3 pp) seeing slight decreases.

## Top 15 most common requirements in job postings



\* Most job postings list more than one required technology; therefore, the percentages represent the share of mentions of a given technology across all job postings.



**Magdalena Kędra**

Senior People Partner,  
Ringier Axel Springer  
Polska

## Expert comment

# What skills does it take to build a long-term career in IT today?

Today, the IT job market is far more mature than it was just a few years ago. The most valued technical competencies are those that directly support business scalability and security: a strong understanding of system architecture, hands-on experience with AI and automation, cybersecurity, data analysis, and solid foundations in software engineering – regardless of the specific language or framework. It is increasingly clear that knowing individual technologies matters less than the ability to choose them deliberately, develop them thoughtfully, and maintain them over the long term in line with organizational needs.

At the same time, the importance of soft skills continues to grow. Employers highly value professionals who can work effectively in interdisciplinary teams, communicate clearly with business stakeholders, and take ownership of the final outcomes of their work. The ability to learn quickly, adapt to change, and – more than ever – prioritize tasks in complex project environments remains critical.

Those planning a long-term career in IT should therefore combine technical expertise with curiosity, an understanding of business context, and a readiness for continuous development. Technologies will continue to evolve, but the ability to learn, collaborate, and create real value will remain essential.

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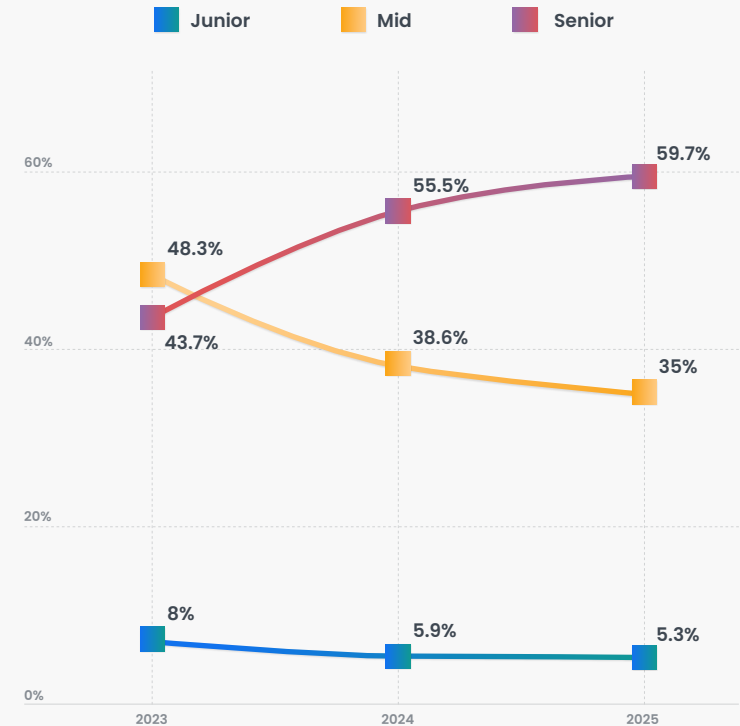
# Juniors locked out of the market, seniors urgently needed!

How quickly employer demand can shift is clearly illustrated by the past three years. Back in 2023, job postings were dominated by mid-level (regular) roles, and the situation for juniors was not historically bad either, with 8% of all offers targeting entry-level candidates.

A year later, however, the shift toward senior-level hiring became clearly visible—and in 2025 this trend intensified even further. **Today, nearly 60% of all open positions are senior roles!** Every third company is looking for a mid-level specialist, while junior hires now appear in just one in twenty job postings.

Such strong demand for experienced professionals was previously most pronounced in the months immediately following the outbreak of the pandemic. The question now is whether the market may soon face a shortage of the most experienced talent. The average number of **applications per senior-level job posting fell year on year from 31 to 19**, while for mid-level roles it dropped from 48 to 28.

Job postings by experience level





**Damian Salamończyk**

Sales Director, Square One Resources

## Expert comment

# Why are junior positions still scarce?

The share of job postings targeting junior-level candidates has been declining year on year—standing at 8% in 2023 and dropping to just 5.3% today. Given the strong inflow of candidates—around 15,000 IT graduates enter the Polish market each year—this translates into extremely high competition. There are many reasons behind this trend, most of which stem from the economic and operational challenges organizations are currently facing. From our perspective as an outsourcing company, the preference for experienced specialists is nothing new and is primarily driven by hard business calculations and the level of efficiency expected by our clients.

In today's uncertain environment, companies are less willing to invest in developing inexperienced employees due to onboarding and training costs, as well as the need to involve senior team members in the process. Project risk is another important factor. Fixed timelines and budgets mean organizations are more likely to rely on experts who offer greater predictability in delivering results. After the post-pandemic period of rapid growth, many companies

have reassessed their resources and now approach new projects and hiring decisions with greater caution. The growing adoption of AI tools – which have taken over many entry-level tasks – also plays a role. Recent studies show that young people increasingly view employer expectations as too high, with many declaring a willingness to reskill if they fail to find viable prospects in IT.

Does this mean juniors no longer have a chance to enter the market successfully? I believe they do – but only if they gain practical, business-oriented experience, including working with clients and taking on even short-term assignments. Soft skills are becoming increasingly important as well: effective communication, teamwork, and the ability to adapt quickly to new processes.

In summary, the IT market is not closed to those starting their careers, but the entry threshold is higher than it was a few years ago. Juniors who invest in hands-on experience and niche competencies can still find their place in the industry.

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# What do we sign up for?

Which contracts are most  
common—and are we  
heading back to the office?

# The hottest topic of the year: **contracts**

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Never before have the forms of cooperation offered by companies sparked such widespread discussion. New regulations that Poland is required to introduce in 2026 in line with EU requirements have prompted both employers and self-employed professionals to seek HR and legal advice – ASAP.

Can I work under a B2B contract? Who will pay the fine if I can't? How much will it actually cost – and who decides whether a given form of cooperation should be classified as employment? These are valid questions, especially given that the NLI is expected to gain stronger enforcement powers, potentially leading to stricter controls. In an industry such as IT, **this could amount to nothing short of a revolution** (see the table alongside).

At the time of writing, all stakeholders were still debating the final shape of the regulations, making it crucial to stay alert as the situation evolves. The provisions are also likely to be softened under pressure from the self-employed – particularly as the data shows that **more experienced professionals are very often offered B2B contracts**, mentioned in around 72% of job postings. As we have long known, this form of cooperation is frequently their preferred option as well.

Types of contracts offered in job ads per seniority\*

Seniority level	Type of contract	2024	2025	YOY difference in pp
Junior	B2B	52.5%	37.9%	-14.6
	CoE	56.8%	58%	+1.2
	Mandate contract	17.8%	19.9%	+2.1
	Specific-task contract	2%	2%	0
Mid	B2B	70.4%	72%	+1.6
	CoE	50.7%	42.7%	-8
	Mandate contract	1.4%	1.4%	0
	Specific-task contract	0.5%	0.2%	-0.3
Senior	B2B	74.1%	72.4%	-1.7
	CoE	44.6%	39.1%	-5.5
	Mandate contract	0.7%	0.4%	-0.3
	Specific-task contract	0.1%	0.1%	0

\* The percentages do not add up to 100% for a given experience level, as employers may list more than one type of contract in a single job posting.

## Expert comment

# How does HSBC assess the proposed legal changes regarding B2B contracts?



**Alex De Vine**

Head of Production Integrity, Controls and Risk – IWPB Digital Platforms, HSBC Technology Centre Poland

The announced legal changes concerning B2B contracts and the expanded powers of the NLI would not have a significant impact on HSBC's operating model.

For years, we have consistently built our teams around employment contracts and cooperation with specialized technology partners, rather than relying at scale on B2B arrangements that would fall under the proposed regulations. This approach reflects the high standards of the financial sector, stringent compliance requirements, and our commitment to long-term competency development within the bank.

Our strategy assumes a further increase in the share of in-house experts involved in delivering key technology projects. This translates into team stability, operational security, and the ability to implement innovation quickly. At the same time, this model allows us to respond flexibly to market and regulatory changes while building lasting relationships with employees and investing in their professional development.

Transparency, a strong focus on talent development, and openness to innovation form the foundations of HSBC's employment policy. We are confident that this approach supports the development of a modern organizational culture and enables the delivery of ambitious technology goals on a global scale.

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# Are we spending more time in the office?

## Yes, but...

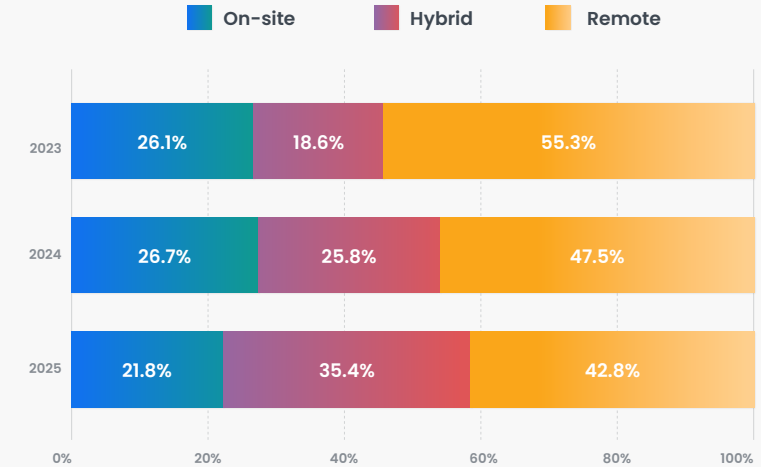
After the past few years, it seemed that the **retreat from remote work** would be fast and painful. And this perspective is still valid to some extent—over the course of just two years, the share of fully remote roles in all job postings shrank by more than 12 percentage points. In the last year alone, the decline amounted to 4.7 pp.

But this is not the full picture. What's important – and easy to overlook – is that fully on-site work has also lost ground. In 2025, its share dropped by 4.9 pp. By simple elimination, the conclusion is clear: hybrid work is on the rise.

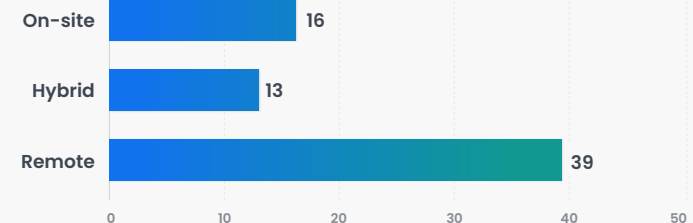
Today, **every third job posting already mentions a hybrid model**. Three years ago, this figure stood at 18.6%; in 2025, it reached **35.4%**. The trend is therefore clearly established, and by the end of 2026 it would not be surprising if hybrid and remote roles appeared just as often – or if hybrid even took a slight lead.

Those who strongly prefer working from home may take some comfort in the fact that with lower overall competition on the market, companies will sometimes need to get creative in their recruitment efforts. Opening up to remote work can significantly improve their chances of reaching the right candidate – especially given that remote roles attract **2.5x more applicants** than on-site positions and **3x more applicants than hybrid ones**.

Job postings by work model



Average number of applications by work model



## Expert comment

# Will hybrid work surpass remote work in IT?



**Agnieszka  
Grzybowska**

IT Recruitment Leader,  
Link Group

Hybrid work in the IT sector is no longer a transitional solution and is increasingly becoming a target operating model. Its share in job postings has risen to 35%, representing a year-on-year increase of 9 percentage points. The pace of this trend suggests that employers are making a more deliberate choice in favor of hybrid work as a way to balance operational efficiency with candidates' expectations around flexibility.

From an organizational perspective, the hybrid model enables more effective management of team collaboration, knowledge transfer, onboarding, and the development of organizational culture – without requiring a full return to on-site work. At the same time, the very definition of hybrid work is evolving. It is increasingly less about full flexibility and more about a clearly defined level of office presence, most commonly 1–3 days per week, which improves predictability for both employers and employees.

While remote work remains the dominant model (43% of job postings) and fully on-site work maintains a 22% share, both are gradually losing ground to hybrid arrangements. This points to a maturing market that is moving away from extreme models toward solutions that balance IT professionals' autonomy with the need for direct collaboration. In the longer term, hybrid work may become not only a recruitment standard, but also a key element of talent retention strategies.



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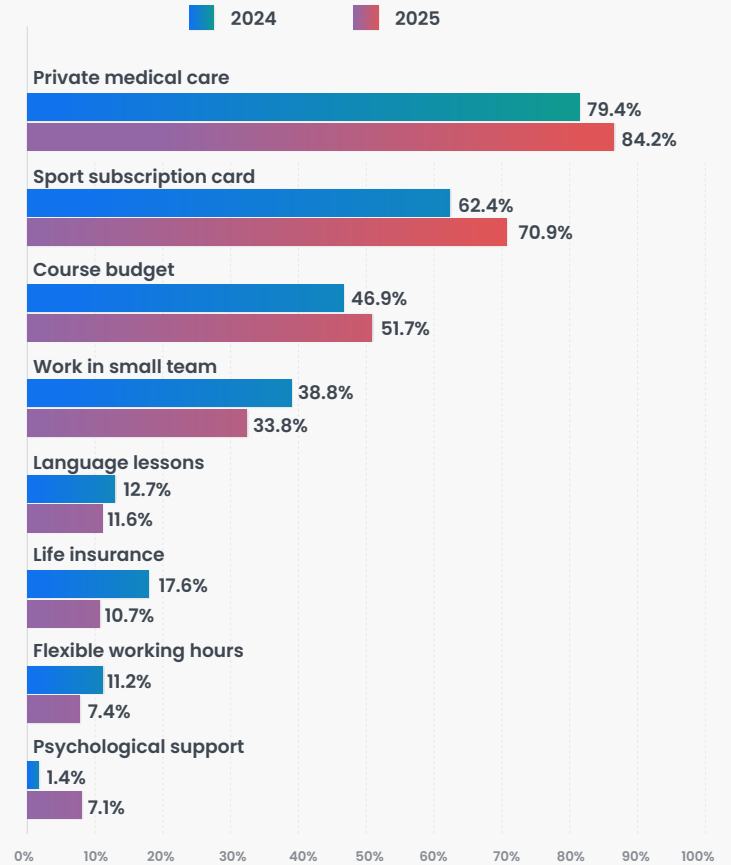
# Go to work —for your health!

For years, we have known that **health-related benefits** are among the most important perks employers can offer in IT – and 2025 was no exception. The share of job postings offering **private medical care** **rose** to 84%, an increase of nearly 5 percentage points. Health also means physical well-being, which explains why employers were much more willing to offer **sports subscription cards** – now included in 71% of postings, up by 8 pp.

When it comes to securing the future, however, this responsibility is increasingly shifting to employees themselves. We are seeing a reversal of previous trends, as **life insurance recorded a notable decline** in share. In 2024, it was offered in over 17% of job postings; today, **only one in ten** includes this benefit.

Perhaps many organizations have concluded that focusing on employees’ well-being here and now is more urgent. **Psychological support saw an increase of nearly 6 pp**, finally earning a place among the top benefits—with a **7%** share.

## Benefits mentioned in job postings\*



\* Job postings typically list multiple benefits; therefore, the chart shows the percentage share of each individual benefit across all job postings.

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# So, how much?

What salary levels are  
offered in job postings?

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# Methodology

## —how to interpret salary data?

You are reading the **8th edition** of No Fluff Jobs' annual report on the IT job market. It is **the most frequently cited and most comprehensive publication** on salaries in the technology sector in Poland. The report is used by, among others, Rzeczpospolita, Gazeta Wyborcza, Business Insider, Interia, Bankier, and Puls Biznesu. Media mentions and articles related to last year's edition reached over 1.4 million readers in Poland\*.

The publication is based on data from No Fluff Jobs—**the largest job portal in Poland requiring mandatory salary ranges**—as well as from [Insights360](#), a proprietary service aggregating labor market insights from several of the country's largest job portals. The analysis covers job postings published between 1 January and 31 December 2025.

Thanks to the platform's structure – which requires employers to include **salary ranges and other key job details in every posting** – we are able to collect and compare data on offered salaries, technological requirements, job locations, benefits, and other employment-related factors.

\*Source: Institute of Media Monitoring

### What is the median of salary ranges?

The median is the middle value in a given dataset. For example, in the set of numbers 1, 1, 3, 5, 10, the median is 3. Because salary information published on No Fluff Jobs takes the form of salary ranges (from minimum to maximum), the salaries presented in this report are always shown as the median of the minimum ranges and the median of the maximum ranges.

### Why do we show medians instead of averages?

Medians provide a much more accurate picture of the actual salary distribution than averages. By presenting both the median of the lower and the median of the upper salary ranges, we are able to outline a realistic range within which offered salaries typically fall.

### Are the salary ranges listed in job postings close to actual pay?

Although the salary figures presented in job postings are declarative, in most cases they closely reflect what employees actually earn. This is confirmed by our [research](#), in which 71% of respondents said they received a salary within the range stated in the job ad. What is also encouraging for candidates is that 11% of respondents reported receiving an offer above the advertised range. This means that 82% of candidates applying to jobs with disclosed salary ranges ultimately receive an offer that falls within—or even exceeds—the stated range. This also clearly shows that negotiating pays off.

# Overall salaries by category

\* Salaries on B2B contracts are given in PLN net (+Vat) and salaries employment contracts in PLN gross. The amount presented are medians of lower (Min.) and upper (Max.) salary ranges from job advertisements in the indicated categories. The Min. difference and Max. difference column indicate the percentage increase/decrease in the respective median compared to 2024.

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Specialization	B2B				CoE			
	Min.	Max.	Min. difference	Max. difference	Min.	Max.	Min. difference	Max. difference
Architecture	26,880	32,760	+6.7%	+2.4%	19,000	25,000	-5%	-10.7%
ERP	25,000	30,000	+13.6%	+6.7%	15,000	22,000	0%	+7.8%
Security	25,000	29,400	+13.6%	+5%	17,000	23,000	+13.3%	+4.5%
DevOps	23,100	28,560	+15.6%	+9.8%	16,000	22,400	+12.4%	+12%
AI	19,320	28,560	-3.4%	-4.5%	19,000	24,000	+11.8%	-4%
Data & BI	21,840	27,400	+4%	+0.4%	16,000	23,000	-5.9%	-4.2%
Fullstack	21,000	26,250	+4.5%	+2.1%	17,000	22,000	+6.3%	+4.8%
Agile/Scrum Master	21,000	26,000	0%	+3.2%	15,500	20,000	+3.3%	-4.8%
Backend	20,160	25,200	+0.8%	-3.1%	15,100	22,000	+0.7%	+4.8%
Product Management	20,160	25,200	+9.1%	0%	16,330	21,000	+11.8%	+7.7%
Mobile	19,000	25,000	+5.6%	+6.3%	15,000	20,000	0%	0%
Frontend	18,480	23,520	+8.7%	0%	15,000	20,300	0%	+1.5%
Project Management	18,000	23,520	+7.1%	+7.7%	13,600	16,000	-4.2%	-17.1%
Embedded	16,800	23,520	-6.7%	-6.7%	13,000	19,000	-4.1%	0%
Business Analysis	19,000	23,000	+2.8%	+4.5%	12,000	16,000	+9.1%	+0.3%
System Administrator	16,800	22,680	-6.7%	-5.5%	12,000	16,000	-7.7%	-11.1%
Testing	17,000	22,000	0%	-3%	12,000	16,000	-2.8%	-5.9%
UX/UI/Design	15,000	18,000	+15.4%	-8.1%	12,000	16,500	+33.3%	+17.9%
Support	11,550	15,000	-14.1%	-15%	9,700	12,000	+34.7%	+33.3%

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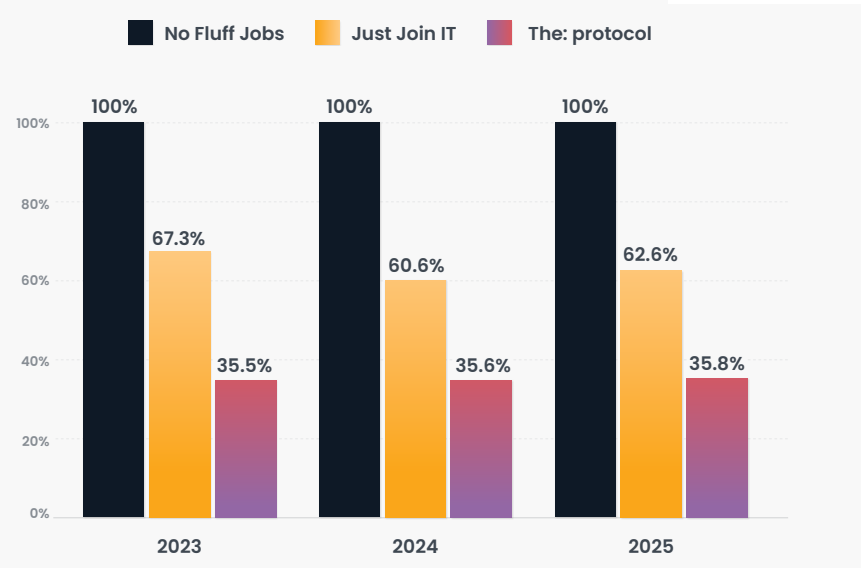
# The year of salary ranges?

At No Fluff Jobs, it's always been that way – since 2014 :)

Always apply where salary ranges are clearly stated:

[nofluffjobs.com](https://nofluffjobs.com)

Percentage of job advertisements in which employers provided salary ranges



\* Percentages indicate the share of job postings for which employers disclosed salary ranges on each of the listed portals. The comparison covers the periods from 1 January to 31 December 2023, 1 January to 31 December 2024, and 1 January to 31 December 2025.

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# What does the salary data tell us about 2025?

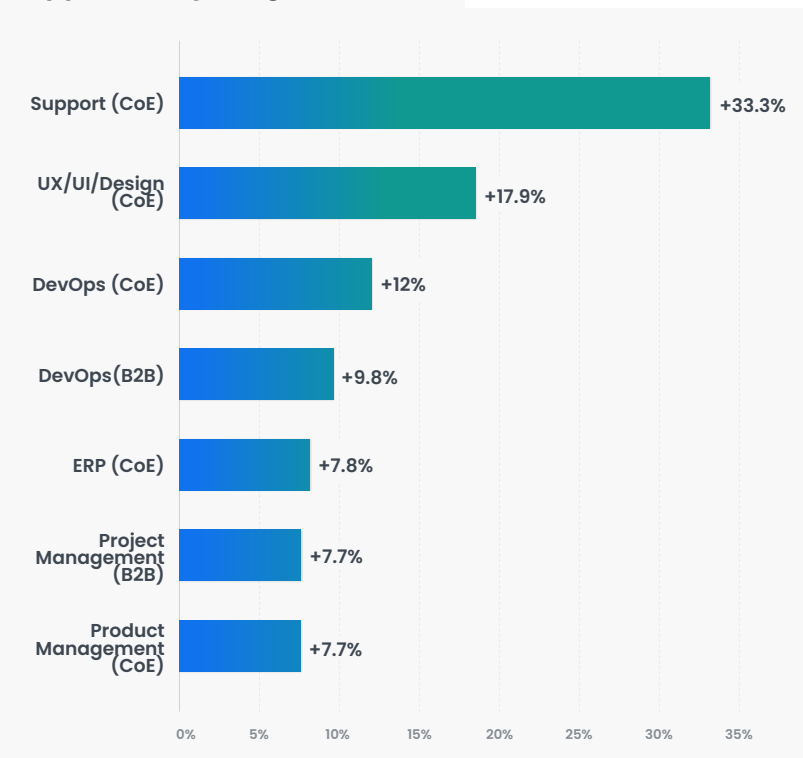
This was another year of **“catching up” for the lowest-paid specializations** in the sector – primarily in the case of employment contracts. **Support** recorded an increase of 35% in the lower salary range and 33% in the upper range, while **UX/UI/Design** saw growth of over 33% in the lower range and nearly 18% in the upper range.

That said, headlines are inevitably dominated by the highest-paid areas. For the third year in a row, Architecture took the top spot, with the median of the upper salary range exceeding **PLN 32,000 net under B2B contracts and PLN 25,000 gross under employment contracts** – although in the latter case this figure fell by 11% year on year.

Among the top-paying specializations, notable increases were also observed in **Security** and **DevOps**. In both categories, the median of the lower salary range rose by **double-digit percentages**. In the case of DevOps, a double-digit increase was also recorded in the median of the upper salary range.

Overall, in 2025 there were four categories in which both the lower and upper salary ranges increased under both B2B and employment contracts. However, the most important takeaway from the salary analysis is that lower salary ranges under contract-based arrangements increased in as many as **13 out of the 19 analyzed categories**.

**The biggest changes in the upper salary range medians**



# Salaries in individual categories

## Software development

Salaries on B2B contracts are given in PLN net (+Vat) and salaries employment contracts in PLN gross. The amount presented are medians of lower (Min.) and upper (Max.) salary ranges from job advertisements in the indicated categories. The Min. difference and Max. difference column indicate the percentage increase/decrease in the respective median compared to 2024.

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Specialization	Seniority	B2B				CoE			
		Min.	Max.	Min. difference	Max. difference	Min.	Max.	Min. difference	Max. difference
Backend	Junior	7,000	10,000	-14.6%	-16.3%	7,000	9,000	+ 7.7%	-8.2%
	Mid	17,000	22,000	+6.3%	0%	13,000	18,000	+8.3%	0%
	Senior	22,680	28,000	-1.4%	-2%	18,500	25,000	+2.8%	+4.2%
Fullstack	Junior	10,000	12,000	+48.8%	+20%	6,200	9,000	+3.3%	-10%
	Mid	18,000	22,680	+12.5%	+3.1%	13,000	18,000	+8.3%	0%
	Senior	23,520	28,560	0%	0%	18,500	25,000	+1.1%	+0.4%
Frontend	Junior	7,000	10,960	-4.5%	-0.4%	6,000	10,000	0%	+11.1%
	Mid	16,000	20,160	+14.3%	0%	11,800	16,500	-1.7%	-5.1%
	Senior	20,160	26,840	-4%	-0.4%	17,000	24,000	0%	+4.4%

# Salaries in individual categories

## Software development

Salaries on B2B contracts are given in PLN net (+Vat) and salaries employment contracts in PLN gross. The amount presented are medians of lower (Min.) and upper (Max.) salary ranges from job advertisements in the indicated categories. The Min. difference and Max. difference column indicate the percentage increase/decrease in the respective median compared to 2024.

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Specialization	Seniority	B2B				CoE			
		Min.	Max.	Min. difference	Max. difference	Min.	Max.	Min. difference	Max. difference
DevOps	Junior	7,000	12,000	-12.5%	0%	6,000	11,000	-7.7%	-4.4%
	Mid	19,320	24,360	+4.6%	-2.6%	13,000	18,000	0%	-7.7%
	Senior	25,000	30,000	0%	-0.8%	18,500	25,000	+0.8%	0%
Mobile	Junior	7,560	10,960	-*	-*	7,000	10,500	-*	-*
	Mid	16,800	21,340	0%	-2.3%	13,600	19,680	-4.2%	-0.1%
	Senior	21,840	26,880	+9.2%	-5.4%	20,000	25,000	+4.2%	-5.7%
Testing /QA	Junior	6,500	9,000	+18.2%	+12.5%	5,750	8,200	+15%	+2.5%
	Mid	14,000	18,480	0%	-7.6%	10,000	14,500	0%	-4.9%
	Senior	20,160	25,000	0%	+0.8%	15,000	19,060	0%	-4.7%

\* The absence of salary data indicates that, for a given category and experience level, there were too few job postings to produce a statistically meaningful sample. The absence of percentage change data means that in 2024 the sample size was too small to allow for a year-on-year comparison.

# Salaries in individual categories

## IT Infrastructure and Security

Salaries on B2B contracts are given in PLN net (+Vat) and salaries employment contracts in PLN gross. The amount presented are medians of lower (Min.) and upper (Max.) salary ranges from job advertisements in the indicated categories. The Min. difference and Max. difference column indicate the percentage increase/decrease in the respective median compared to 2024.

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Specialization	Seniority	B2B				CoE			
		Min.	Max.	Min. difference	Max. difference	Min.	Max.	Min. difference	Max. difference
Architecture	Junior	—*	—*	—*	—*	—*	—*	—*	—*
	Mid	25,200	30,240	+6.1%	+ 5.9%	15,000	21,000	-16.7%	-5.8%
	Senior	26,880	33,600	0%	+1.8%	20,000	28,000	-4.1%	-3.5%
Security	Junior	9,140	14,180	+1.6%	-5.5%	8,000	10,000	+33.3%	+25%
	Mid	20,160	24,255	+12%	-0.2%	14,000	17,000	0%	-5.6%
	Senior	25,200	30,240	+0.8%	+2.7%	20,000	28,000	0%	+7.7%
System Administration	Junior	9,225	11,735	+18.6%	+3.1%	7,000	8,500	-6.7%	-15%
	Mid	16,400	20,160	+8.5%	+0.8%	11,000	15,000	0%	-4.4%
	Senior	20,580	25,200	+2.1%	0%	13,000	18,000	-13.3%	-10%

\* The absence of salary data indicates that, for a given category and experience level, there were too few job postings to produce a statistically meaningful sample. The absence of percentage change data means that in 2024 the sample size was too small to allow for a year-on-year comparison.

# Salaries in individual categories

## Data, analytics, and processes

Salaries on B2B contracts are given in PLN net (+Vat) and salaries employment contracts in PLN gross. The amount presented are medians of lower (Min.) and upper (Max.) salary ranges from job advertisements in the indicated categories. The Min. difference and Max. difference column indicate the percentage increase/decrease in the respective median compared to 2024.

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Specialization	Seniority	B2B				CoE			
		Min.	Max.	Min. difference	Max. difference	Min.	Max.	Min. difference	Max. difference
Data & BI	Junior	8,000	12,000	+5.8%	+0.6%	8,000	11,000	0%	0%
	Mid	18,000	23,100	-2.6%	-3.8%	14,000	19,500	-6.7%	-2.5%
	Senior	23,520	30,240	0%	+5.9%	19,600	26,420	-2%	-2.2%
AI	Junior	12,200	18,000	+103.3%	+80%	10,200	12,500	+85.5%	+47.1%
	Mid	20,000	25,000	+19.1%	+15.9%	14,000	21,000	+40%	+40%
	Senior	23,000	28,560	+14.1%	+17.2%	20,000	29,000	+37.5%	+54.3%
ERP	Junior	8,400	10,080	+12%	-9.4%	5,400	8,400	-10%	-16%
	Mid	21,840	26,880	+18.2%	+12%	12,800	16,900	-8.6%	-8%
	Senior	26,880	31,920	+6.7%	+3%	19,210	24,875	+6.7%	-0.5%
Business Analysis	Junior	8,200	11,760	+36.7%	+17.6%	7,400	8,000	+34.6%	-5.9%
	Mid	18,480	21,920	+10%	+1.6%	12,000	15,500	+20%	+3.3%
	Senior	21,000	25,200	+4.2%	+3.5%	15,000	20,000	+3.1%	+6.4%

# Salaries in individual categories

## Project management

Salaries on B2B contracts are given in PLN net (+Vat) and salaries employment contracts in PLN gross. The amount presented are medians of lower (Min.) and upper (Max.) salary ranges from job advertisements in the indicated categories. The Min. difference and Max. difference column indicate the percentage increase/decrease in the respective median compared to 2024.

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Specialization	Seniority	B2B				CoE			
		Min.	Max.	Min. difference	Max. difference	Min.	Max.	Min. difference	Max. difference
Project Manager	Junior	7,000	10,000	+4.2%	-0.8%	6,750	7,750	+22.7%	+3.3%
	Mid	16,650	21,000	+18.9%	+16.7%	10,750	14,300	-8.1%	-10.6%
	Senior	21,840	26,880	+8.3%	+6.7%	16,650	22,000	+4.1%	0%
Product Manager	Junior	9,880	14,000	-24%	-22.2%	8,500	11,000	-29.2%	-31.3%
	Mid	20,000	25,000	+22%	+8.7%	15,000	20,500	+7.1%	+7.9%
	Senior	21,840	26,880	+8.3%	+0.7%	18,500	25,000	+8.8%	+4.2%
Agile / Scrum Master	Junior	7,000	11,000	-*	-*	5,000	7,500	-*	-*
	Mid	18,480	25,200	+15.6%	+9.6%	14,000	18,000	0%	-5.3%
	Senior	21,000	26,880	-3.8%	0%	18,000	22,000	+12.5%	-8.3%

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# Salaries in individual categories

## Other categories

Salaries on B2B contracts are given in PLN net (+Vat) and salaries employment contracts in PLN gross. The amount presented are medians of lower (Min.) and upper (Max.) salary ranges from job advertisements in the indicated categories. The Min. difference and Max. difference column indicate the percentage increase/decrease in the respective median compared to 2024.

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Specialization	Seniority	B2B				CoE			
		Min.	Max.	Min. difference	Max. difference	Min.	Max.	Min. difference	Max. difference
Embedded	Junior	6,500	7,000	+2.1%	-25.9%	6,250	8,500	-3.9%	-15.0%
	Mid	15,800	20,750	-1.3%	-9.8%	12,000	17,000	0%	0%
	Senior	20,160	26,880	+9.1%	+3.2%	17,000	22,000	+17.2%	+4.8%
UX/UI/Design	Junior	6,000	8,000	0%	-8.1%	6,000	8,000	+3.5%	+14.3%
	Mid	12,000	18,000	0%	+9.4%	10,100	14,500	+12.2%	+7.4%
	Senior	16,800	22,000	0%	+0.7%	15,000	20,400	+8.7%	+5.2%
Support	Junior	7,560	9,500	+8%	-5%	6,000	8,000	0%	0%
	Mid	11,500	14,000	-2.2%	-7.4%	9,000	12,500	+12.5%	+7.8%
	Senior	20,000	23,520	+18.3%	+2.2%	13,000	18,000	-3%	-5.5%

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