AI in the IT Job Market

How has artificial intelligence made itself at home in the tech sector?

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Introduction

Artificial intelligence, understood as solutions commonly used in everyday work, has been with us for over three years now. On a daily basis, AI helps save both time and costs, while also challenging its users to think critically about a wide range of topics. At the same time, in 2026, we are increasingly realizing that it is not a “silver bullet” for every organizational challenge. In the IT industry – traditionally at the forefront of innovation – we can also observe a shift in mindset. While AI has accelerated many processes, in other areas it is still far from replacing human expertise – and is unlikely to do so anytime soon.

To what extent has AI impacted IT professionals in Poland? How many use it daily, and how many still hesitate to “touch” it? Where does AI truly deliver results, and where does the outcome still fall short of expectations? These questions have been on our minds for some time. To explore them, we conducted a survey among professionals working in the Polish technology sector. We would like to sincerely thank all respondents for their valuable input. This report is a summary of your insights and reflections, offering a clear picture of how AI is shaping the IT job market.

Enjoy the read!

Information about the research methodology:

The study was conducted using the CAWI method between January 20 and March 13, 2026, on a sample of 1,267 IT professionals. The survey was promoted through No Fluff Jobs channels and via corporate communication channels of several employers.

Sample structure by:

- **gender:** women 16%, men 81%, no response 3%
- **age:** 18-24 years 5%, 25-34 years 38%, 35-44 years 44%, 45-54 years 12%, 55-65 years 1%
- **experience level:** *intern* 1%, *junior* 7%, *mid/regular* 31%, *senior/expert* 61%
- **category*:** *Architecture IT* 12%, *AI* 8%, *Agile/Scrum Master* 3%, *Backend* 33%, *Business Analysis* 5%, *Data & Business Intelligence* 8%, *DevOps* 13%, *Embedded* 1%, *Frontend* 14%, *Fullstack* 21%, *GameDev* 1%, *IT Administrator* 7%, *IT Support* 7%, *Mobile* 4%, *Product Management* 5%, *Project Management* 9%, *Security* 5%, *Technical Writing* 1%, *Testing/QA* 10%, *UX/UI/Design* 5%, *Other specialization* 6%

*percentages rounded; respondents could select more than one category.

How can AI support employers?

Companies that ignore the potential of AI risk **falling behind very quickly**. Why? Because they will respond more slowly to market needs, operate less efficiently, and ultimately lose ground to their competitors. Today, AI can be applied to almost every area of business – from translating emails, through developing team management strategies, to supporting sales processes and preparing commercial offers.

A single well-trained AI agent can **support HR teams by streamlining onboarding processes, ultimately reducing time-to-productivity for new hires**. Increasingly, we also hear about code snippets being generated by AI – when used by specialists who verify its output, it becomes a powerful and practical support tool.

At Link Group, we primarily use AI to **automate reporting, support candidate sourcing through Boolean search, and assist with translating and refining complex technical roles**. There has also been a proposal to use AI for initial candidate screening — a bot would handle calls, collect preliminary information, and pass it on to the recruiter. This solution speeds up the process and automatically generates structured notes.

Patrycja Bury
IT Recruitment Team Leader, Link Group

Will this be the future of recruitment? Should AI replace human interaction? Is it possible to remove the human element and still effectively assess candidates? **In my view – not yet**. At this stage, we see AI as a support tool rather than a replacement for recruiters. The foundation remains the thoughtful and, above all, responsible implementation of these technologies.

The report partner is

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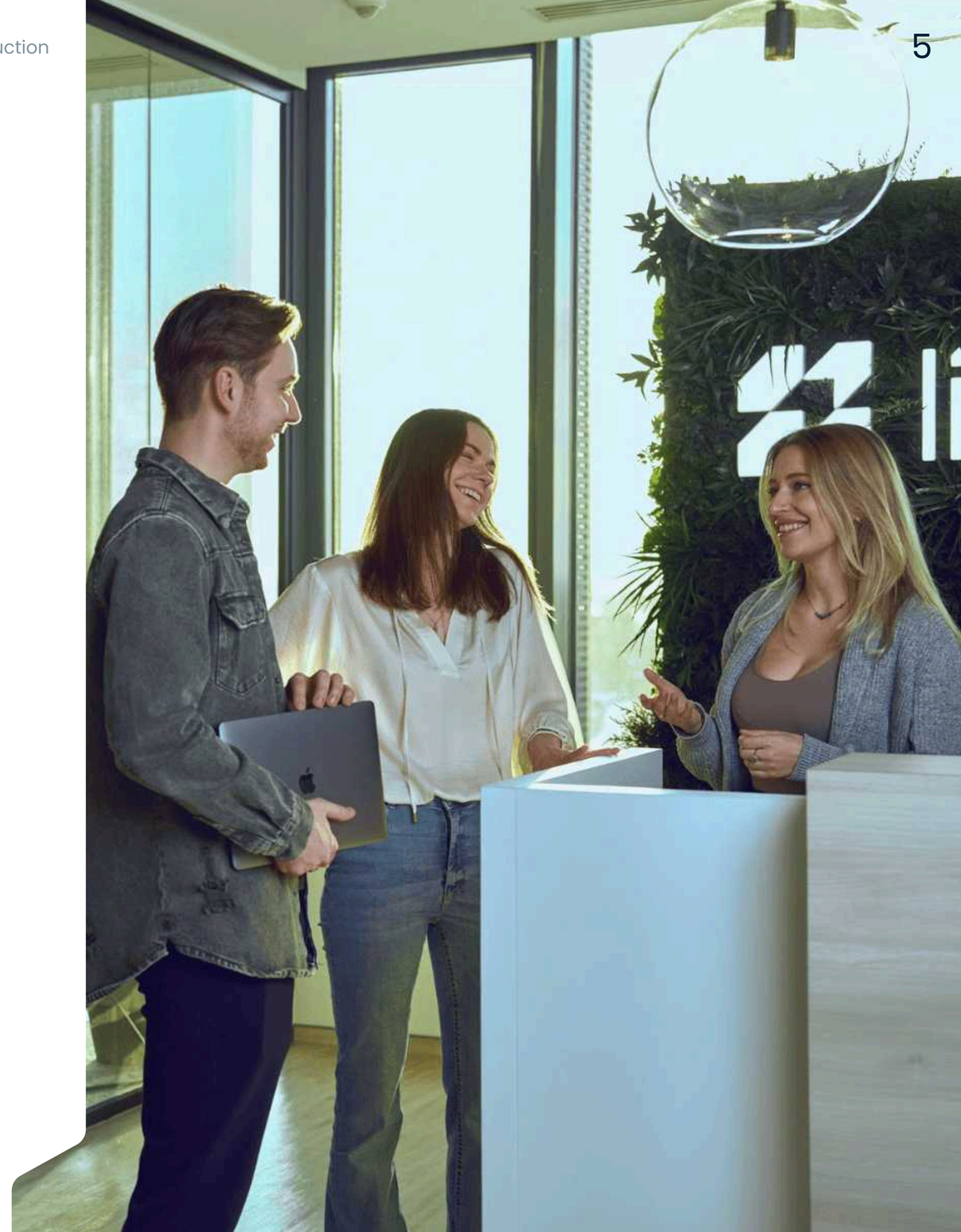

We would like to thank all individuals working with and for the companies listed below who shared their opinions in the survey behind this report:

GFT TECHNOLOGIES
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dmt software house
lingaro
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SOFTWAREMILL
jakdojade
box
LET'S TALK ABOUT IT
framna
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AI category in the job market

IT remains in a bubble

Working in the technology, creative, or analytical sectors on a daily basis, one might get the impression that AI is everywhere. However, even a quick look at almost any report – whether Polish or international – shows just how misleading that perception can be.

Data for the general population differs significantly from what we see within the IT niche. For example, in the United States, by the end of 2025, 12% of people used artificial intelligence on a daily basis. In the American tech sector, this figure rose to **31%**. In Poland, according to KPMG data from July 2025, 14% of people used AI at work every day. But in Polish IT, according to our report, this number reaches... **68%**.

Yes, the AI revolution is another technological breakthrough that **the IT industry has largely embraced as its own** and continues to implement on a daily basis. Interestingly, according to data from Anthropic – one of the leading AI providers – artificial intelligence is theoretically capable of replacing up to 94% of tasks in the Computer & Math category. (Notably, similarly high figures are observed in areas such as Office & Administration and Business & Finance.) Theory, however, is one thing. The same report indicates that only 33% of tasks are currently handled by Claude, the company's flagship product.

Even if we assume that AI agents can – or eventually will – handle all tasks in IT, we might expect strong reactions within the community, with headlines dominated by phrases like "AI is taking jobs". Yet, artificial intelligence continues to **generate new employment opportunities**. In fact, the number of roles directly related to AI has been growing year by year (see: next page). Major companies such as IBM and Klarna are also realizing that while AI can take over certain tasks, it creates space for humans to focus on others - leading them to resume hiring.

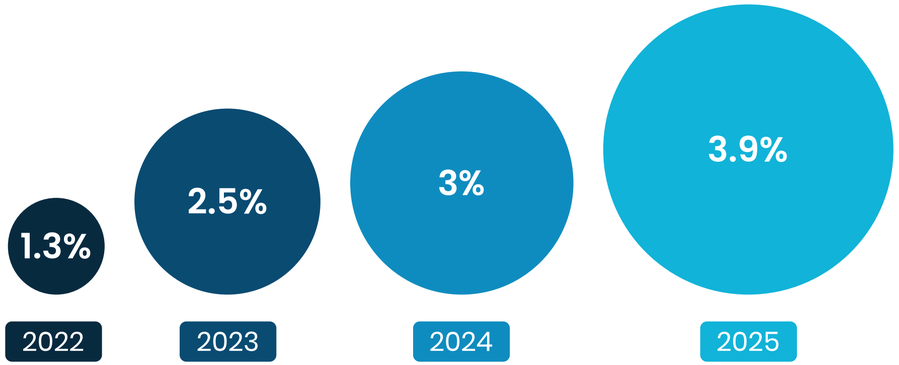
We also do not observe widespread panic among IT professionals regarding the risk of job loss due to AI. According to Anthropic, up to three-quarters of programming roles are theoretically at risk of being eliminated. However, our data shows that – at least within the Polish segment of the global tech sector – uncertainty about the future is a concern **for only 33% of respondents.**

AI hiring is on the rise

How can we best describe the position of AI as a category within the broader IT industry? Less than three years ago, we wrote: “from the perspective of those building these solutions, it will remain a **niche** (with job listings in this area accounting for around 1%), but the solutions developed by specialists in this field will often be **applied at scale**”. What has changed since then?

The overall description still holds true, with one key difference - the demand for professionals building AI solutions has increased. Today, such roles account for **nearly 4% of all job listings**, a level comparable to frontend positions (4.2%) and exceeding the share of vacancies in project management (3.7%).

AI category share in the overall IT job market by year



Top 10 most common requirements in AI job listings*

Python	79%	Machine Learning	36%	PyTorch	24%				
Azure	22%	TensorFlow	20%	SQL	18%				
AWS	17%	LLM	12%	GCP	12%	Docker	12%		

*Most job listings include requirements for multiple technologies; therefore, the percentages represent the share of listings in which a given technology is mentioned.

AI salaries are increasing rapidly

An explosion of AI solutions on the market, their widespread adoption, and a growing number of job opportunities in this area – all of this suggests that **AI is currently experiencing its "golden age".** Those who secure a role in this category today are well positioned to reap the benefits. Within just a year, salaries for AI-related roles have **increased by over a dozen percent (for B2B contracts) and by several dozen percent (for employment contracts).** A particularly striking example can be seen in junior positions – where salary ranges have jumped by as much as 80-100% year over year!

	Seniority	B2B contracts				Employment contracts			
		Min salary	Max salary	Min change	Max change	Min salary	Max salary	Min change	Max change
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%

Salaries for B2B contracts are presented in PLN net (+VAT), while salaries for employment contracts are shown in PLN gross. The presented figures represent the median values of the lower (Min) and upper (Max) salary ranges from job listings in the specified categories. The Min change and Max change columns indicate the percentage increase or decrease of a given median in 2025 compared to 2024.

Solving recruitment challenges with AI Power

Task	Job Posting Creation ✍️	Initial Application Review 👍	Candidate Screening Calls ☎️
Problem	• time-consuming • tedious • repetitive	• time-consuming • difficult to compare multiple applications at once	• time-consuming • inconvenient
No Fluff Jobs solution	**AI Assistant** – upload a brief to generate a ready-to-publish job posting	**CV Scoring** – view a ranking of applications based on their match to your requirements	**AI Screener** – use a virtual AI assistant with a human-like voice to conduct screening calls for you

One platform.
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Use of AI at work

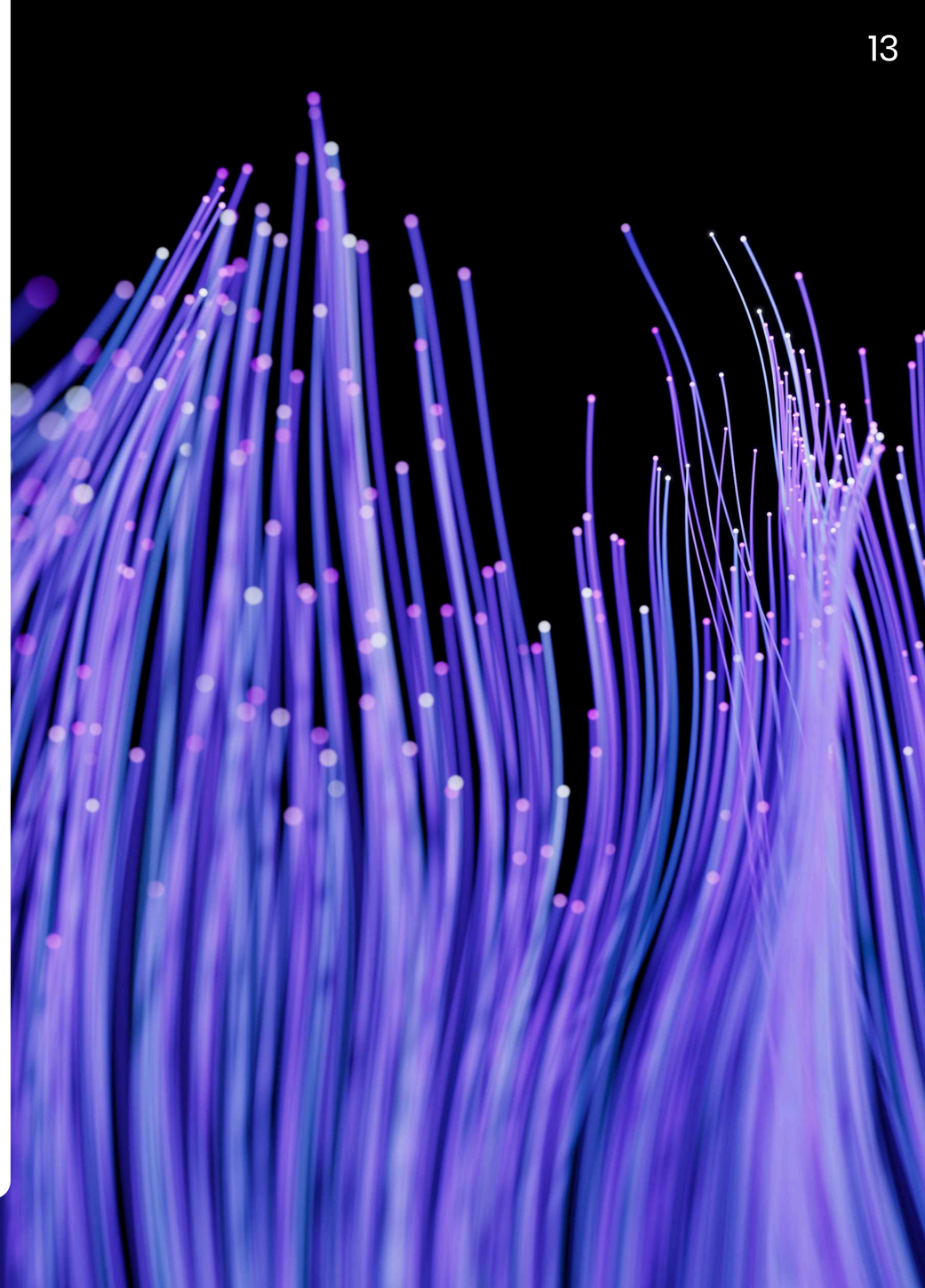
Often and with company approval: How AI entered the IT industry

When analyzing responses to the first survey question (on the frequency of AI use), we arrived at an interesting conclusion — perhaps the more relevant question today is: who is not using AI, and why? As many as **96% of IT professionals** report interacting with AI tools **at least a few times a month,** with the vast majority using them on a **daily basis.**

Common use cases include **writing and debugging code, learning new concepts or technologies, and creating or maintaining documentation.** However, the clear number one use of AI is simply... **searching for answers** (as indicated by 77% of respondents). In the past, Stack Overflow was the go-to source of quick knowledge — today, asking the right question in a chat is often enough.

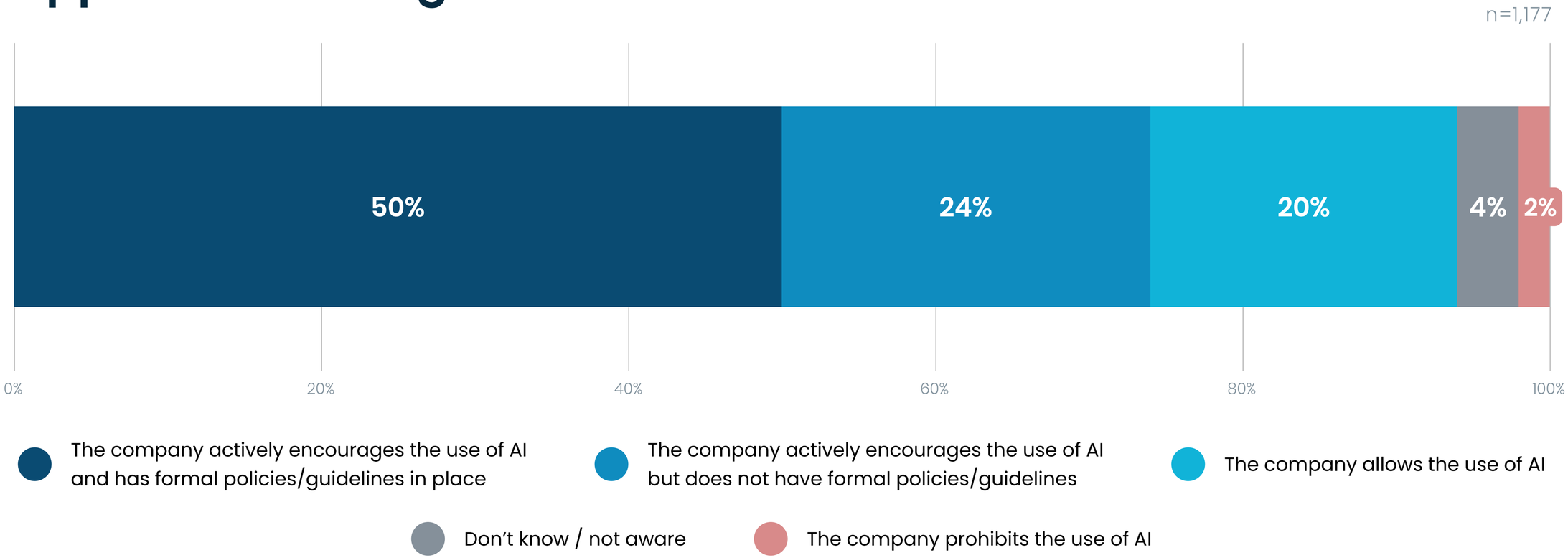
Speaking of chat-based tools, **ChatGPT** is the most widely used AI solution in the Polish IT industry. It is followed by **Google Gemini** and **GitHub Copilot.**

Companies have quickly recognized the widespread adoption of AI tools. According to respondents, as many as **half of employers** in the sector not only allow **the use of AI at work but have also introduced formal guidelines for its use.**



SURVEY RESPONSES

How would you best describe your company's (or main client's) approach to using AI at work?



Why are companies so quick to adopt AI and make it available to employees?

Where does this sense of urgency come from? The speed at which companies have embraced AI is driven by three very practical factors.

First, economics. In recent years, businesses have faced strong cost pressures while still being expected to grow despite a weaker macroeconomic environment. AI promises something companies particularly value in such conditions: increased productivity without a proportional rise in costs.

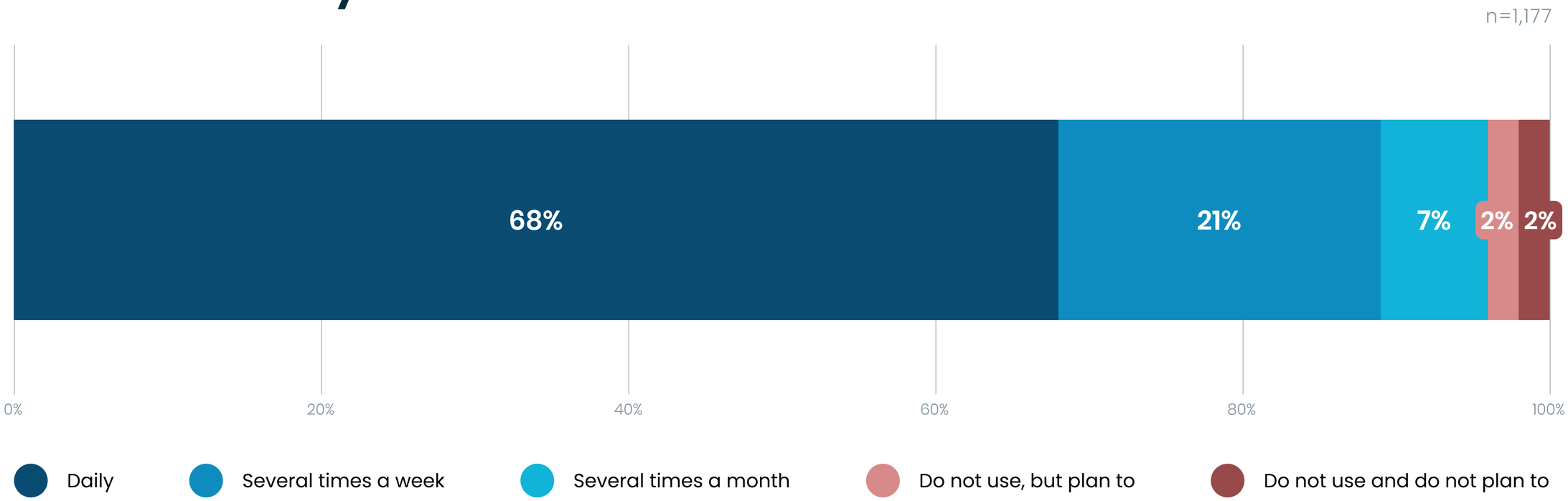
Second, the scale of the phenomenon. AI has quickly become a widespread, global technology embedded in everyday work tools. It is no longer a solution available only to the largest companies or R&D departments. Employees began using AI on their own initiative, leaving organizations with a choice: either establish their own frameworks or risk leaving the process uncontrolled.

Błażej Pytloch
Head of Engineering Area, Tech & Data Foundation, Ringier Axel Springer Polska

Third, strategic pressure and the need to protect core business. In many industries, AI not only supports operations but is also beginning to challenge existing sources of competitive advantage. It is reshaping how products are developed, how customers are served, and how decisions are made. This means that companies are adopting AI not only to do more, faster, but also to avoid losing ground to those who are redefining their operating models.

SURVEY RESPONSES

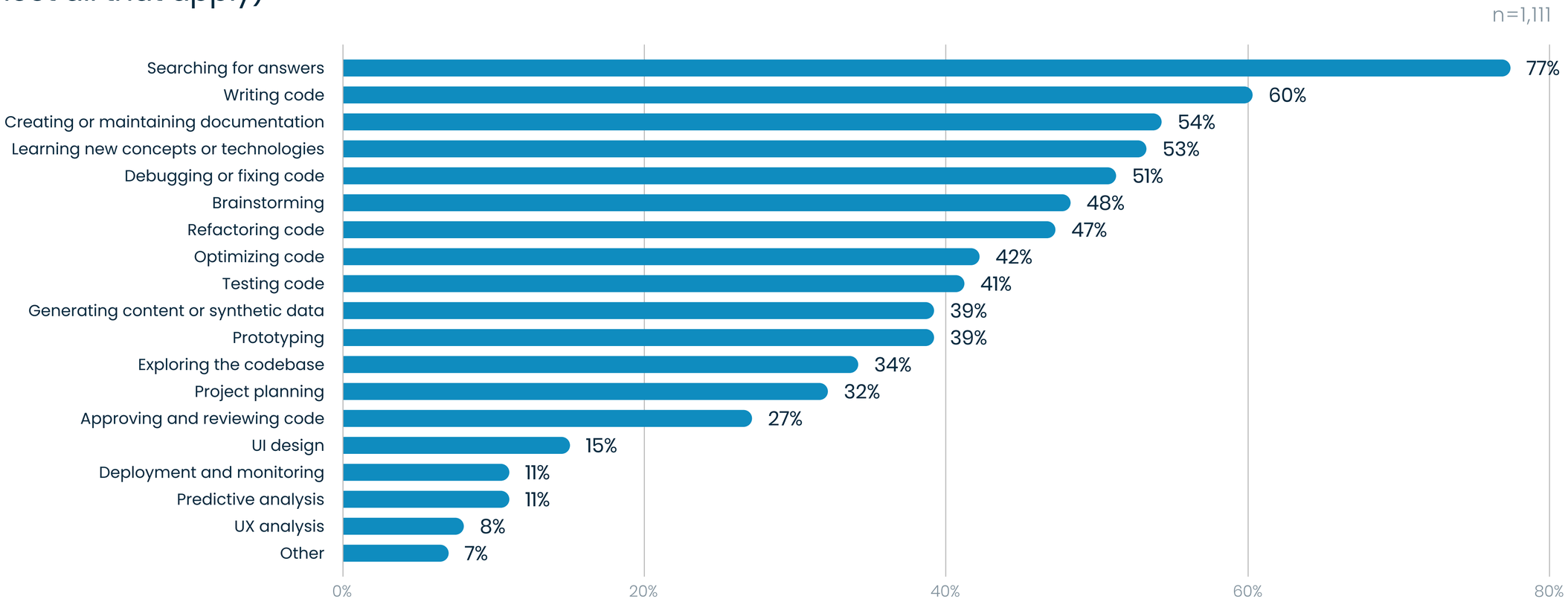
How often do you use AI at work?



SURVEY RESPONSES

What do you currently use AI tools for?

(select all that apply)



How does relying on AI for answers impact IT professionals' experience?

Urszula Mikulska
Head of Delivery, Link Group

The survey shows that the use of AI – including in the workplace – is becoming widespread. More than 77% of respondents declare using AI to search for answers, and as many as 60% use it for writing code. This reflects a high level of trust in such solutions. **AI is an excellent tool for automating and streamlining work, but it cannot replace the critical judgment of an experienced professional.** Its outputs should always be verified by humans to ensure they do not cause more harm than good.

I also observe that technology companies, aware of the growing use of AI, are increasingly striving to adopt these solutions in a controlled manner – by introducing AI usage policies and placing greater emphasis on code review. **One notable trend is the growing importance of education among IT professionals.** In the case of developers, strong academic foundations – particularly those gained at reputable universities – are becoming increasingly valued. This is especially true for early-career professionals who are growing up in the era of AI, for whom using such tools comes naturally.

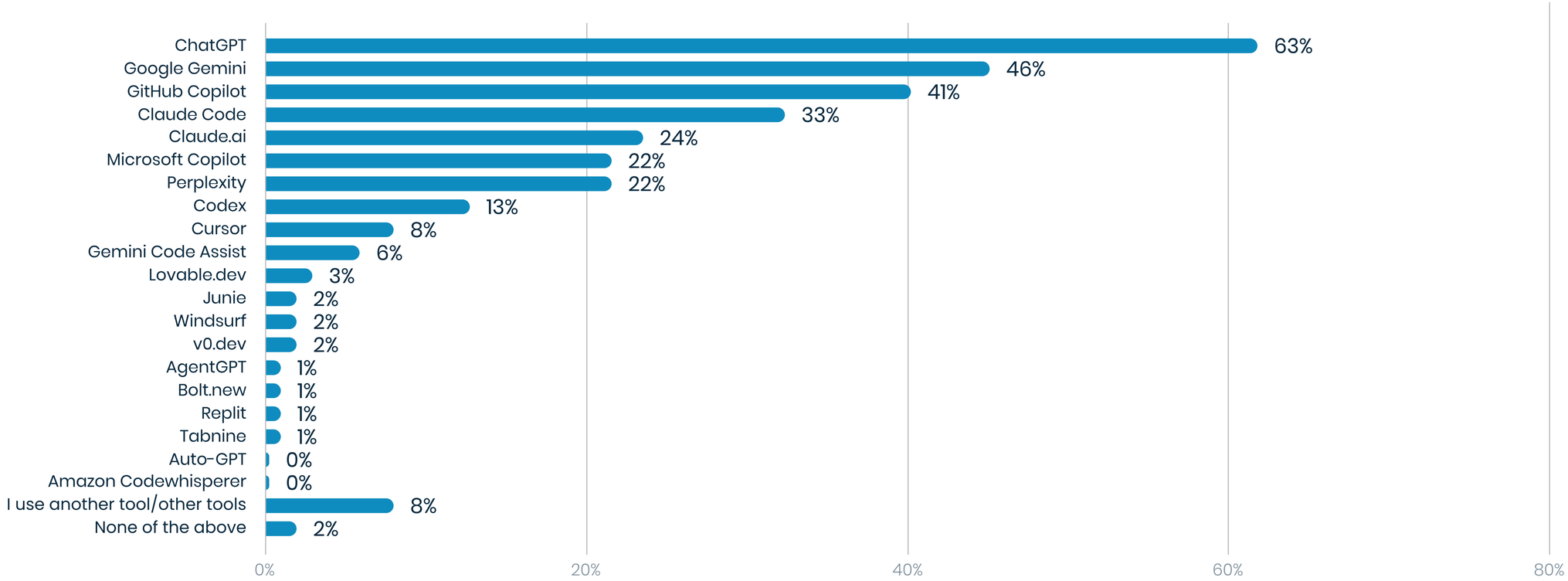
For employers, a strong educational background serves as a guarantee that employees using AI will be able to understand the underlying logic of AI-generated code and identify potential errors or inconsistencies.

Another noticeable trend is employers **encouraging a return to offices and hybrid work models.** Until recently, IT professionals developed their skills by learning from one another while working together in the office. Senior specialists mentored junior colleagues and passed on best practices. Today, as the report shows, employees increasingly turn to AI first to find answers to their questions. While these answers are often accurate, in many cases they **cannot replace the knowledge and experience of a specialist who has worked within a company for years and understands its specific context and operations.** That is why – especially in the era of AI, which promotes greater independence – it is crucial to ensure that social interactions and the transfer of domain-specific know-how are not lost.

SURVEY RESPONSES

Which of these agents/copilots/assistants do you use in your daily work? (select all that apply)

n=925



How do AI tools support the growth of No Fluff Jobs?

At No Fluff Jobs, we primarily use Claude Code, Claude.ai, and ChatGPT. Our marketing team also leverages AI tools to create graphics, videos, and presentations.

The most significant change has come from Claude Code, which we use not as an "intelligent autocomplete," but as **an autonomous agent operating on live infrastructure.** Currently, we are using it to migrate our data warehouse from Snowflake to Aurora PostgreSQL – covering 188 dbt models and tens of millions of rows. The agent independently connects to both databases, identifies discrepancies down to the level of individual rows, and implements fixes with validation on live data. It can edit SQL models, commit and push changes, trigger builds in dbt Cloud, and monitor results – **this is autonomous infrastructure operation, not just code generation.**

In day-to-day development, the key is the feedback loop: Claude writes tests, I review them, then it creates the implementation, runs the tests itself, and fixes errors without my intervention. It can independently start a server, monitor logs, and test endpoints. This approach has been used to build most of the integrations for the job import module across 13 external platforms.

Marek Psiuk
CTO, No Fluff Jobs

Interestingly, we use LLMs and agents to build other agents. Our virtual recruiter, Alicja, was to a large extent developed using Claude Code and ChatGPT – some models oversee the fine-tuning and adaptation of systems built on top of other LLMs. These layers increasingly overlap and interact with one another.

On a daily basis, we also "talk through" UX and UI challenges with Claude – it designs wireframes, generates ready-to-use HTML, and helps refine copy and translate interfaces into different languages.

None of this replaces an experienced engineer – **there is still a need for someone who understands the architecture and can spot subtle issues.** But it's a bit like an exoskeleton: it provides tremendous leverage, even though it won't do the job for you on its own.

Evaluation of AI tools

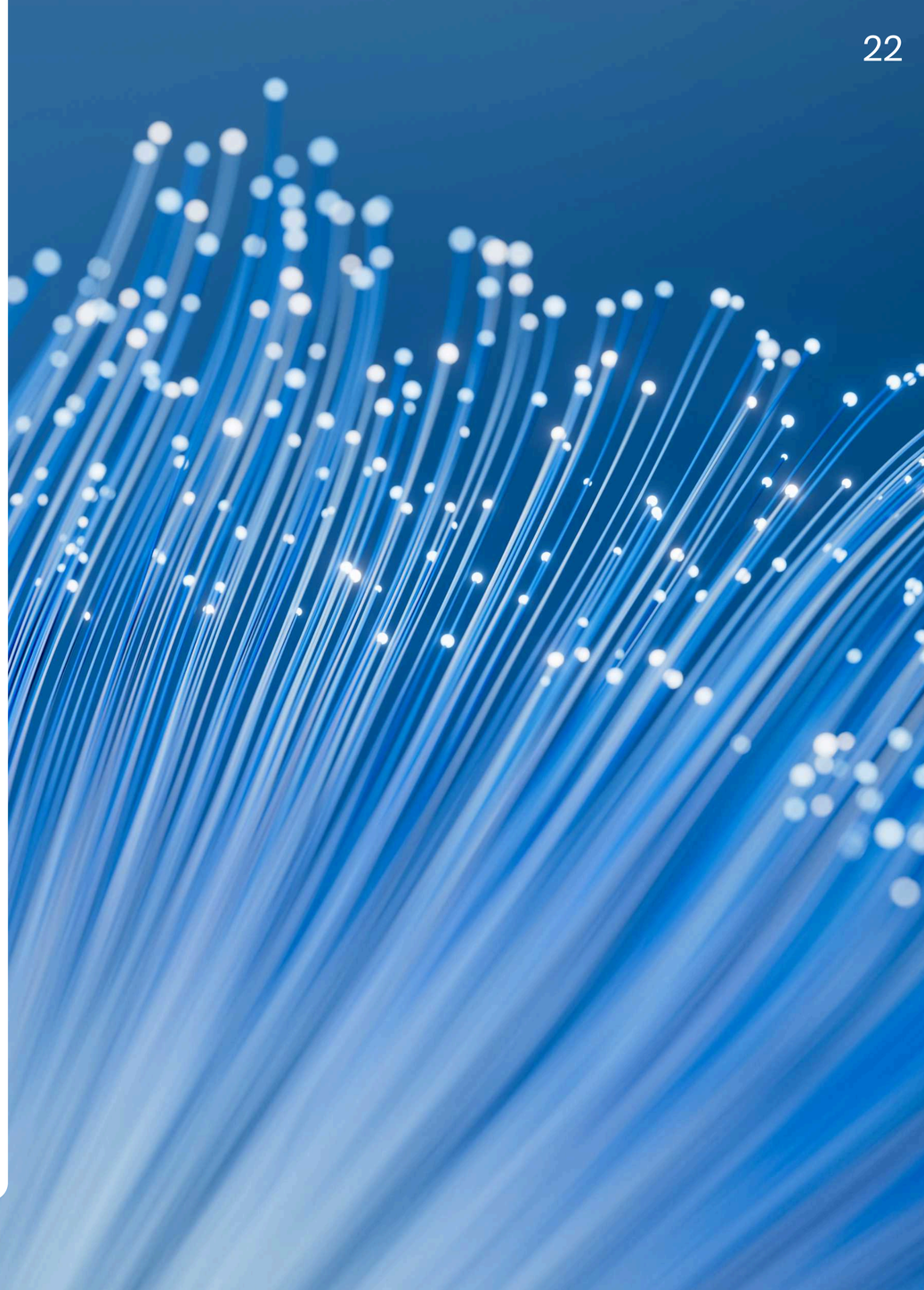
Know, use, trust...
But always verify

As we have seen in the previous sections, the use of AI tools is widespread – but the key question is whether we know how to use them effectively.

The Polish IT community shows strong confidence in this area: **66% of respondents rate their skills as high or very high**, while only 10% report noticeable gaps in their ability to use these tools.

Equally important is how useful AI tools are perceived to be in daily work. After all, they are meant to relieve us of repetitive, time-consuming tasks or provide substantive support that boosts productivity. **Nearly 90% of respondents assess the usefulness of AI in their work positively**, with the highest rankings given to content or data generation, searching for answers, and creating or maintaining documentation.

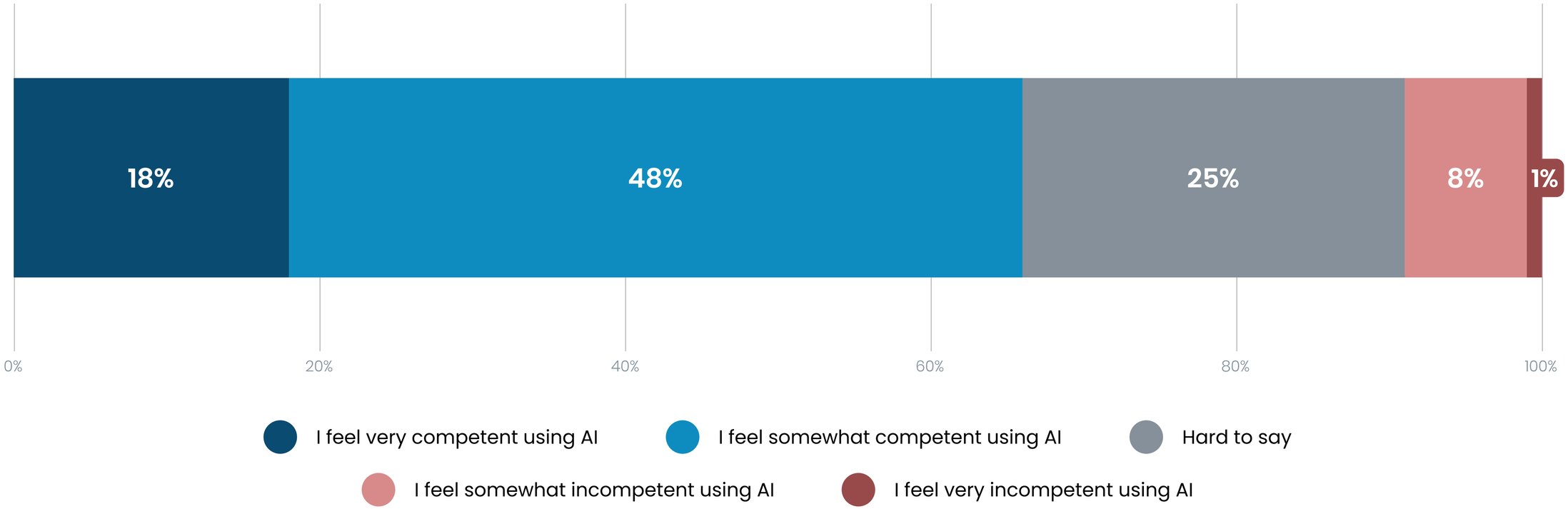
For AI solutions to be truly effective, a certain level of trust is also required. **Only 2% of respondents** declare full trust in AI-generated outputs, while the remaining respondents are almost evenly split between those who somewhat trust and those who somewhat distrust AI outputs.



SURVEY RESPONSES

How would you rate your competence in using AI tools at work?

n=1,127



How has knowledge of AI tools changed employers' expectations of candidates?

Roksana Lambert
Team Coordinator, Link Group

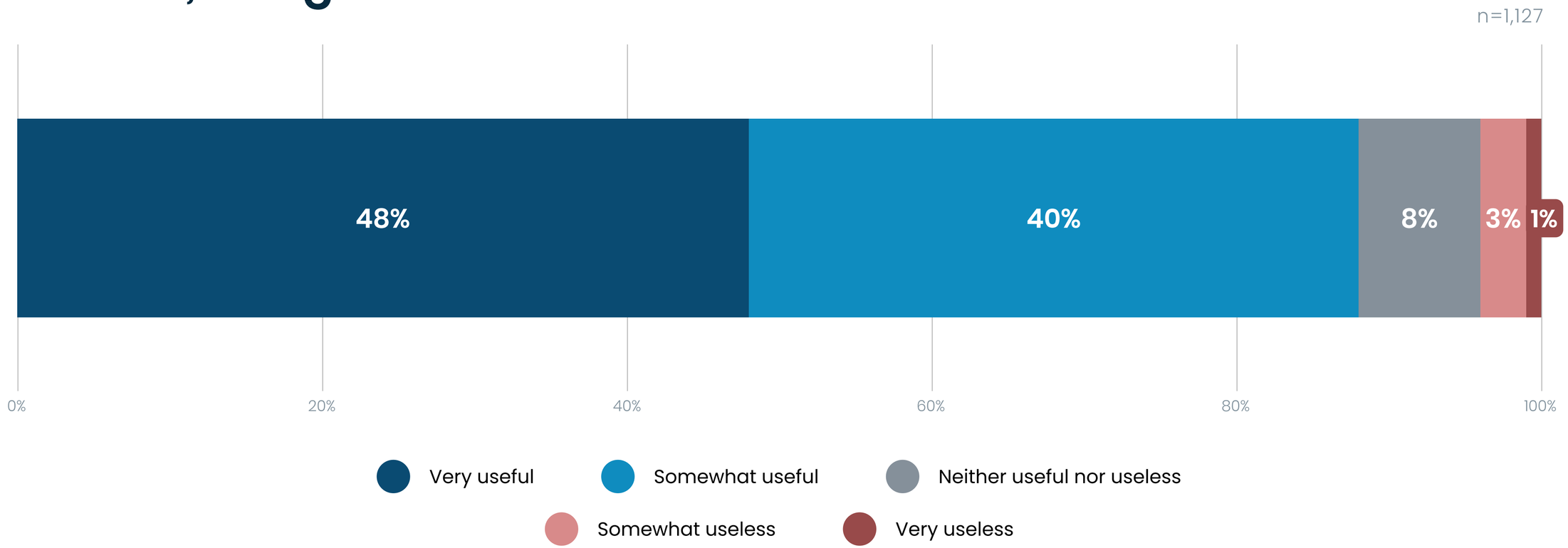
Today, proficiency in using AI is no longer a "nice-to-have" on a CV – it has become a baseline skill. The data from the report (with 88% of respondents considering AI useful) aligns with what I observe in practice. Employers are not replacing people with technology; instead, they are looking for individuals who can leverage it to deliver projects faster and more effectively.

In my view, requirements **have evolved toward the "AI-augmented" candidate** – someone who can prompt effectively, automate tasks, and, most importantly, decide which tasks should be delegated to AI. This kind of self-awareness among employees opens up new opportunities for companies – creating more space to focus on what truly matters: strategic priorities, while avoiding time being wasted on repetitive, low-value tasks in the background.

Although only 10% of respondents indicate that they could still improve their skills in using AI tools, **I believe this data does not fully reflect the sentiment in the market.** In reality, the fear of "falling behind" is a strong motivator. Employees are actively upskilling on their own to increase or maintain their value in the job market. AI will not take jobs away from specialists, but those who can use these tools effectively will undoubtedly outpace those who avoid them. Employers no longer view AI solely as a hard skill on a CV, but also as an indicator of a candidate's adaptability and willingness to grow.

SURVEY RESPONSES

Overall, using AI tools at work is...

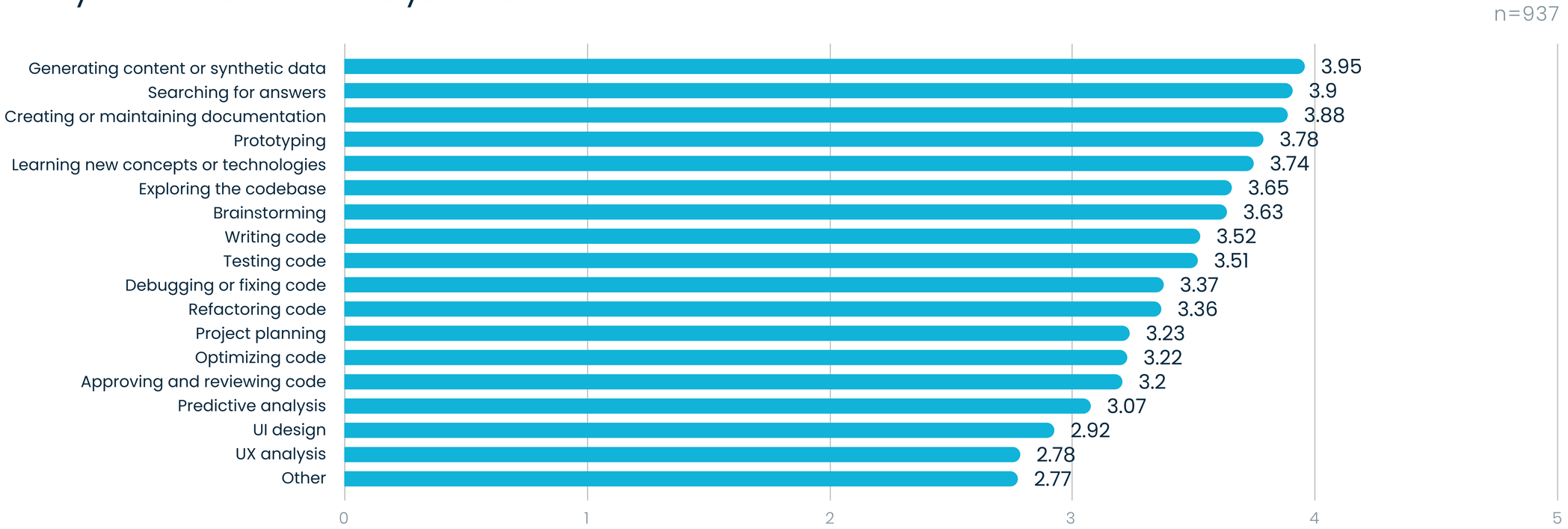


SURVEY RESPONSES

In your opinion, in which areas do AI tools perform best, and in which do they perform worst? (rating scale from 1 to 5)

Rate only the areas relevant to your work.

n=937



How is AI used at Scalo?

The use of AI tools is a highly dynamic area. What AI can be applied to is often **limited more by imagination than by the technical capabilities of the tools themselves.**

Currently, we have identified three key areas where AI supports our operations: preparing more precise client proposals, developing PoCs and rapidly validating ideas, and delivering projects.

All of these applications serve one overarching goal: delivering value to our clients quickly and precisely, in line with their needs.

Dedicated AI agents verify whether our offers address client requirements and include all necessary elements from our internal due diligence checklists. **This shortens the proposal process and helps avoid misunderstandings at the offer stage.** Thanks to Office 365 Copilot Pro, we can carry out these tasks without leaving the secure Microsoft ecosystem.

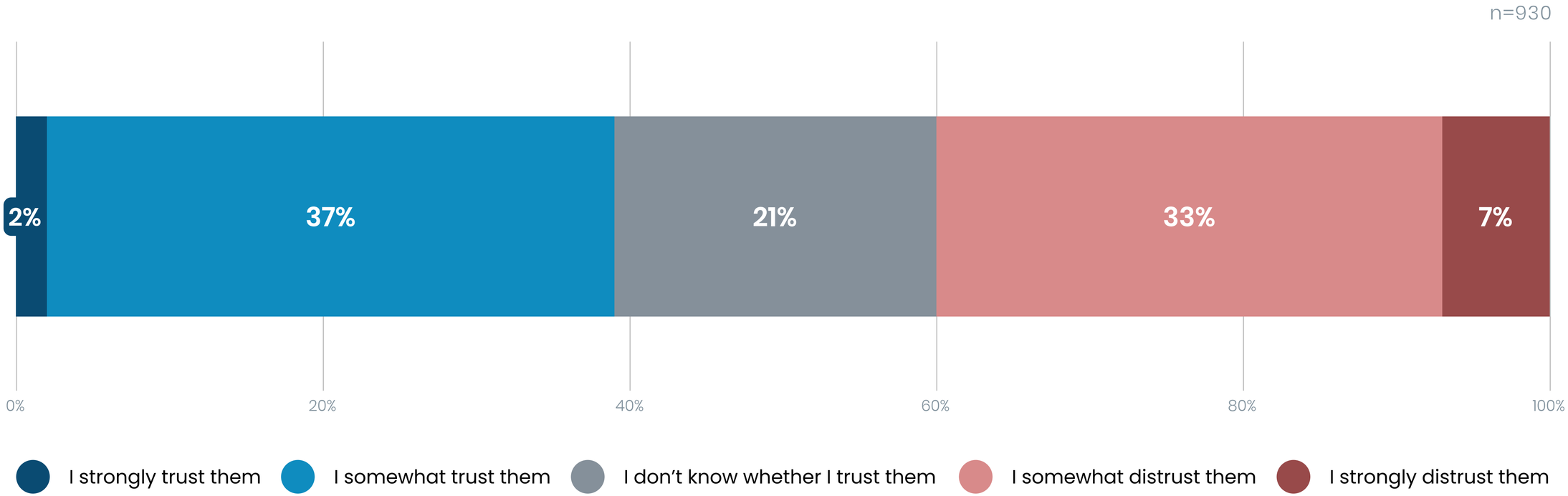
Adam Grabek
Lead Solution Consultant, Scalo

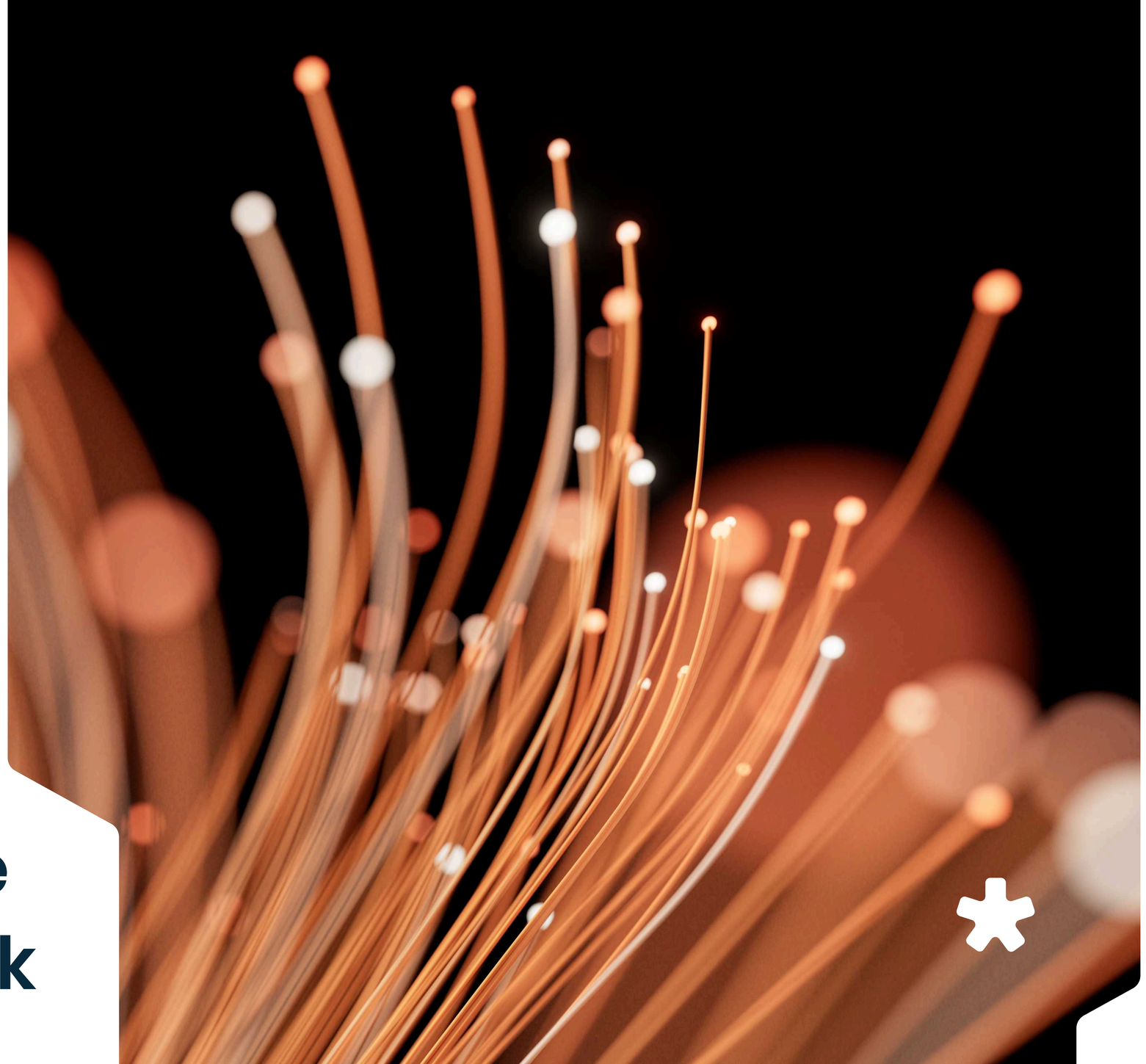
Project template repositories prepared specifically for GitHub Copilot and Claude Code include frameworks, guidelines, AI agent definitions, and MCP server configurations, **enabling rapid development of Proofs of Concept at the speed offered by AI agents while maintaining the quality and structure provided by predefined templates.**

When delivering projects, our specialists use GitHub Copilot and Claude Code (wherever the client consents), enhanced with additional instructions, agent definitions, and extended capabilities. **This allows us to accelerate software delivery while enabling specialists to focus on areas that require human creativity.**

SURVEY RESPONSES

How would you rate the reliability and accuracy of AI tools?





Concerns and the future of AI at work

Uncertainty regarding the future

It is hard to ignore that the data presented so far in this report points to a generally optimistic outlook within the industry. Both the widespread use of AI tools and their positive evaluation **suggest continued and deeper adoption** of various AI solutions across the tech landscape.

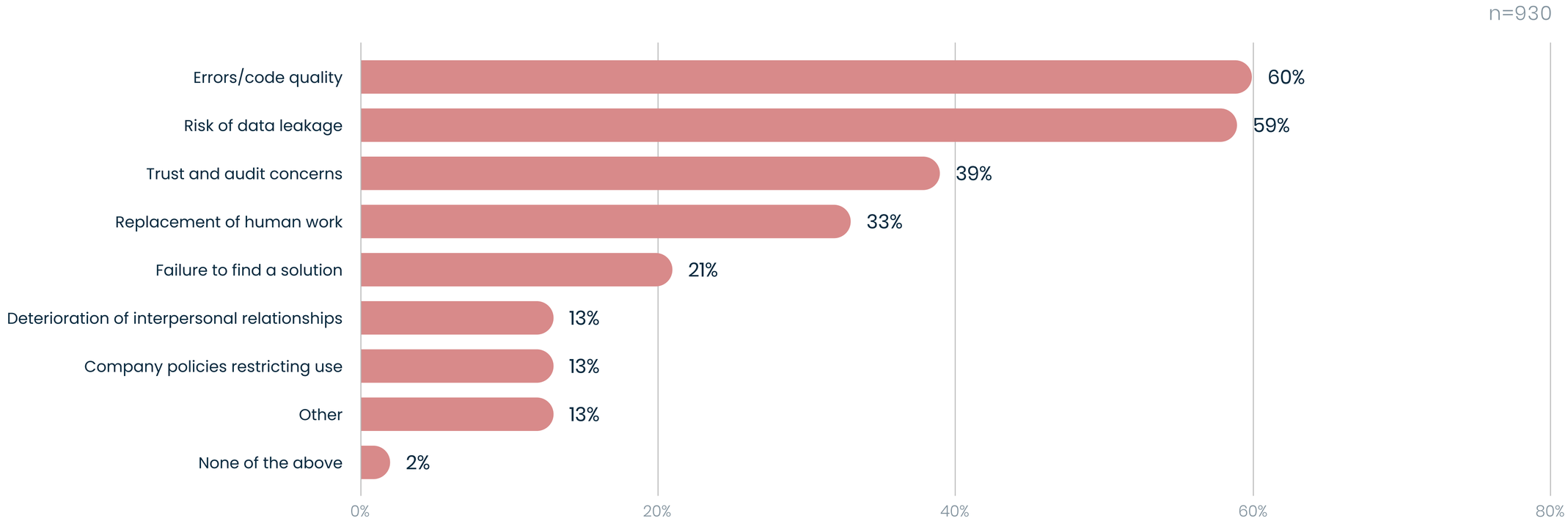
At the same time, awareness of the risks and potential associated with the development of artificial intelligence is also clearly visible. Respondents express concerns both about **errors and the risk of data leaks** (each indicated by around 60% of respondents). Concern about future job prospects is reported **by 33%**, representing an increase of several percentage points compared to the survey conducted three years ago (although it should be noted that the question was structured differently at that time).

This ambivalence is most evident in the open-ended question we included at the end of the survey. Some respondents **can no longer imagine working without AI** and are convinced it will reshape the nature of various roles without necessarily reducing them. Others highlight the risk of companies using AI as an “easy” justification for layoffs or point to the potential for **decreased engagement** resulting from its broader adoption. Overall, more time is needed to fully understand and assess the impact of the current AI revolution on the job market.

SURVEY RESPONSES

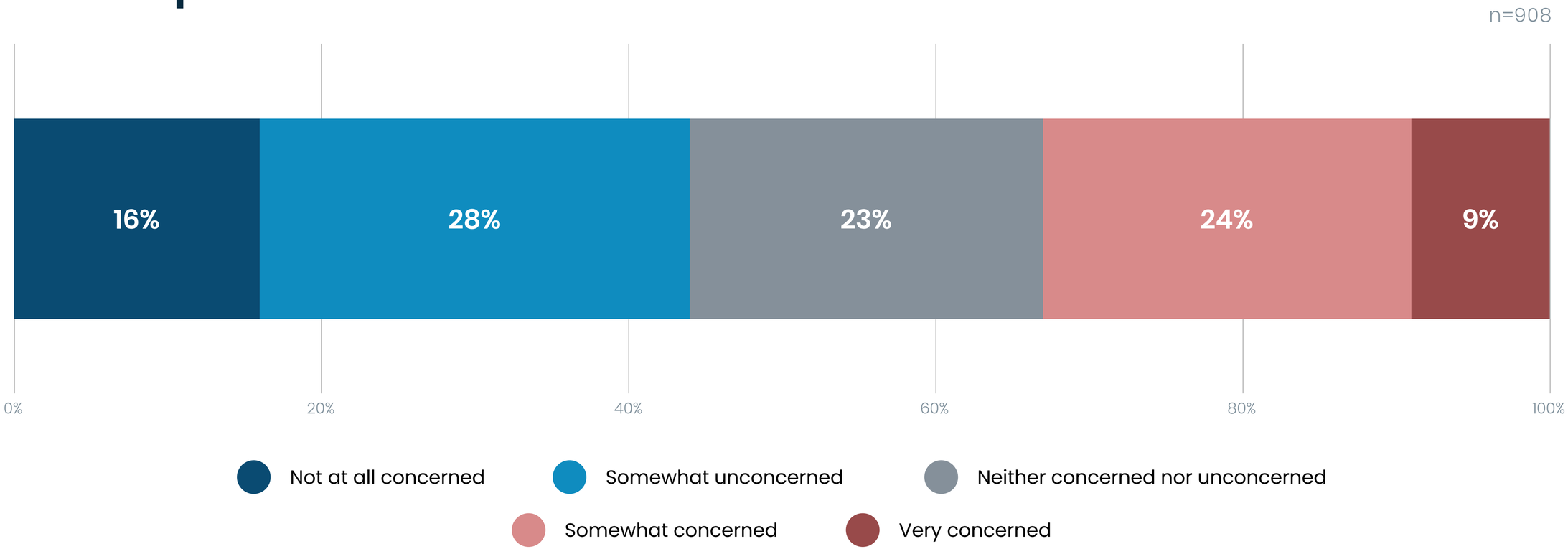
What are your biggest concerns about using AI at work?

(Select up to 3)



SURVEY RESPONSES

How concerned are you about your future career due to the development of AI?



POSITIVE OPINIONS

In your opinion, how is AI impacting the job market?

It's **expanding the job market** and creating new jobs.

Like any new technology in the IT market, it **opens up new opportunities for growth and career development.** Since I understand how AI works (especially LLMs), I know it won't replace human work, but rather support and speed it up. For me, AI in the job market is a goldmine of opportunities.

It makes work more creative, giving people **more time to explore ideas** and less time spent "crafting" code.

The ability to use AI tools clearly makes candidates more attractive. Declaring strong usage of these tools signals higher efficiency and productivity – but only in roles where AI can truly add value.

AI doesn't take jobs. **It's a tool FOR US as developers to support our work**, not replace it.

I think AI will significantly **reshape many roles without necessarily replacing people.**

It makes me more efficient and allows me to **spend less time on tedious tasks.**

NEUTRAL OPINIONS

In your opinion, how is AI impacting the job market?

It helps me focus on what really matters, explore new challenges, and broaden my horizons, as long as I don't have to deal with its hallucinations or stubbornly incorrect assumptions.

AI is just a tool. Those who master it and use it to their advantage shouldn't fear for their jobs, but ignoring it altogether will likely leave you behind.

The current situation in the IT job market isn't caused solely by AI. What's happening was bound to happen anyway. In the past, writing a bubble sort in C++ was enough to land a job. I suspect **many people became comfortable in large corporations without developing their skills further,** which has contributed to the wave of layoffs in big companies.

It speeds up work, boosting company profits, but not necessarily increasing employees' salaries.

There is definitely a gradual **shift in the required skill set.** Writing documentation cover to cover no longer impresses anyone. What matters now is interdisciplinarity, meaning an understanding of the product and the business, combined with the ability to design software.

The bad news is that the **IT industry is going to have a tough time.** The good news is that IT professionals who can improve AI-generated code will be incredibly valuable.

NEGATIVE OPINIONS

In your opinion, how is AI impacting the job market?

Right now, no one wants to train junior developers because they think AI can do that instead. That's very short-sighted. **In a few years, there will be a shortage of experienced professionals,** because right now it's hard for them to gain experience. And it's actually thanks to AI that entry-level professionals can handle many tasks on their own faster and better than before.

Shifting responsibility for hiring mistakes (e.g. overhiring during COVID) onto AI.

It **leads management to expect more,** even though AI requires closer supervision.

AI definitely has a strongly negative impact, as employees fear job loss and employers make reactive decisions, assuming AI can replace developers one-to-one. AI can create new features, but it struggles with refactoring code or improving existing solutions. If something goes wrong, **AI doesn't take responsibility in the way a human would.**

It makes people lazy, and they start to lose their critical thinking skills because they look for quick answers, even in areas like analysis where business context plays a crucial role in the outcome.

We risk losing a whole generation of juniors who won't have the opportunity to develop. This could result in a generation gap.

Creative industries, translators, and similar roles have already taken a hit and are having to look for other work. **Anything related to knowledge-based work will be affected in a similar way** – it's only a matter of time.

Publisher:

NO FLUFF JOBS™

ringier axel springer

Report partner:

linkgroup

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Do you have a question or an idea for collaboration?

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