

IT Career in Poland

Who's hiring most, for how much, and how tough is the competition?

2026

Introduction

A view from the halfway mark. Who's gained, who's still waiting?

Half of 2026 is behind us. From this vantage point, we're looking at the current state of the IT industry – and the market remains in good shape. Job postings are up, and average **competition has dropped** from 24 applications per posting in 2025 to 21 in H1 2026. Juniors still have it hardest. Our #SpringForJuniors campaign brought 7% more junior postings in this segment, but the pressure hasn't let up: a single junior Frontend position drew as many as 146 applicants, while seniors in ERP or Architecture compete with just 3–5 candidates. Employers consistently favor self-sufficient experts over investing in talent from scratch.

In terms of category structure, **Backend** and **Data & BI** remain firmly dominant, **Frontend** is losing share (5% in 2024 vs. 3.3% today), and **AI** keeps growing steadily – already 1 in 20 postings falls into this category. The pay podium belongs to **ERP**, **Architecture**, **DevOps**, and **AI**. Seniors in these categories can expect top-end brackets above PLN 30,000 on B2B contracts.

In this report, we look at selected job categories through the lens of three factors: compensation, competition, and availability of postings.

Enjoy the read!



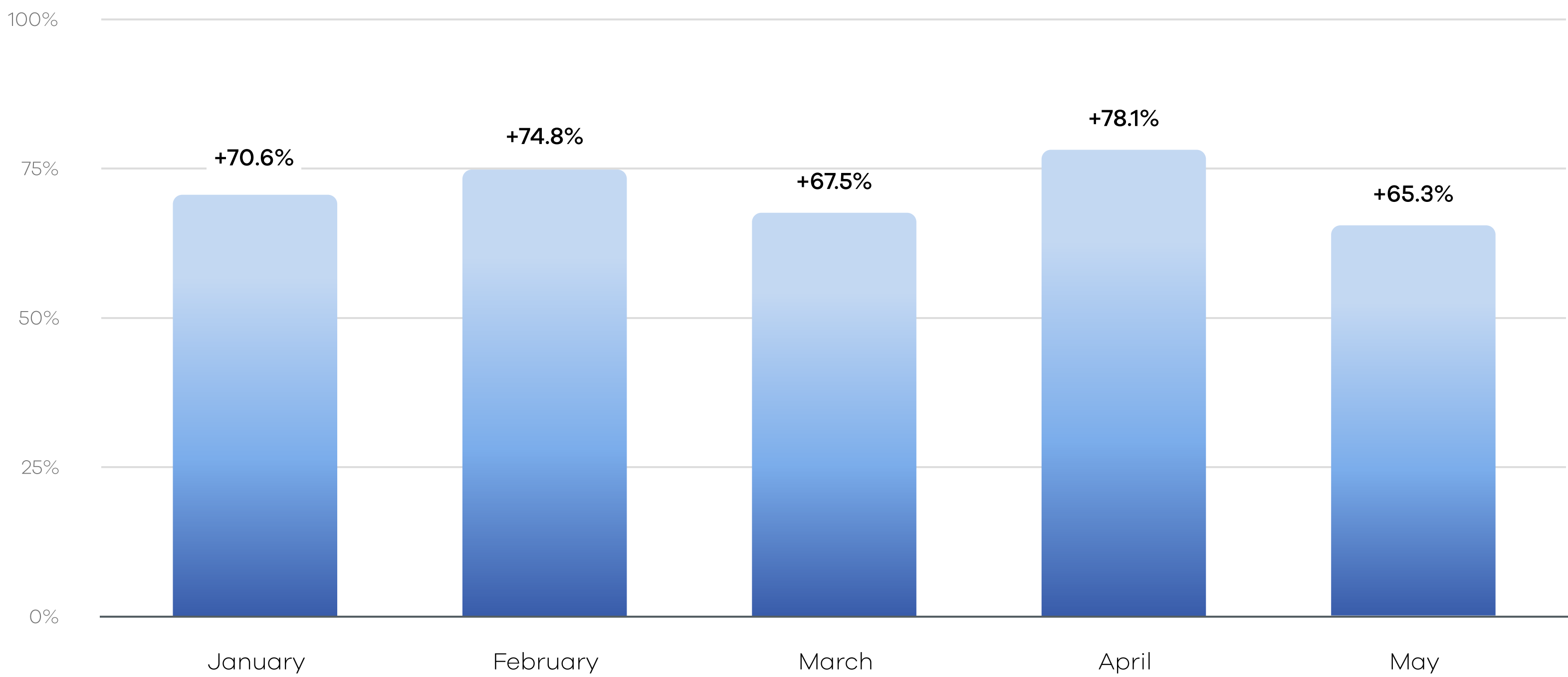
The good streak continues



Poland's IT job market in H1 2026 continued the growth that began the year before. In every month from January to May, the number of available postings was clearly higher than in the same period of 2025 – **average growth came in at around 70%**. This confirms that last year's market rebound wasn't a one-off spike, but a lasting trend.

Availability isn't the only thing rising – so is candidate comfort. The average number of applications per posting keeps falling steadily: from 44 in 2024, through 24 in 2025, to 21 in the first half of 2026.

YoY difference in job availability



Trends in requirements

If you only looked at the current ranking of the most in-demand skills, the picture would look boring: **Python**, **SQL**, and **Java** have held the TOP 3 for years.

In 2022, **Python** appeared in just **13.8% of postings**. Year after year it grew steadily, picking up a few percentage points at a time. In 2024 it caught up with SQL, and a year later it overtook it. In H1 2026 it leads with **21.6%** – a rise of nearly 8 percentage points over four and a half years. The driving force is, of course, AI and automation. **Python has become the language of the new era.**

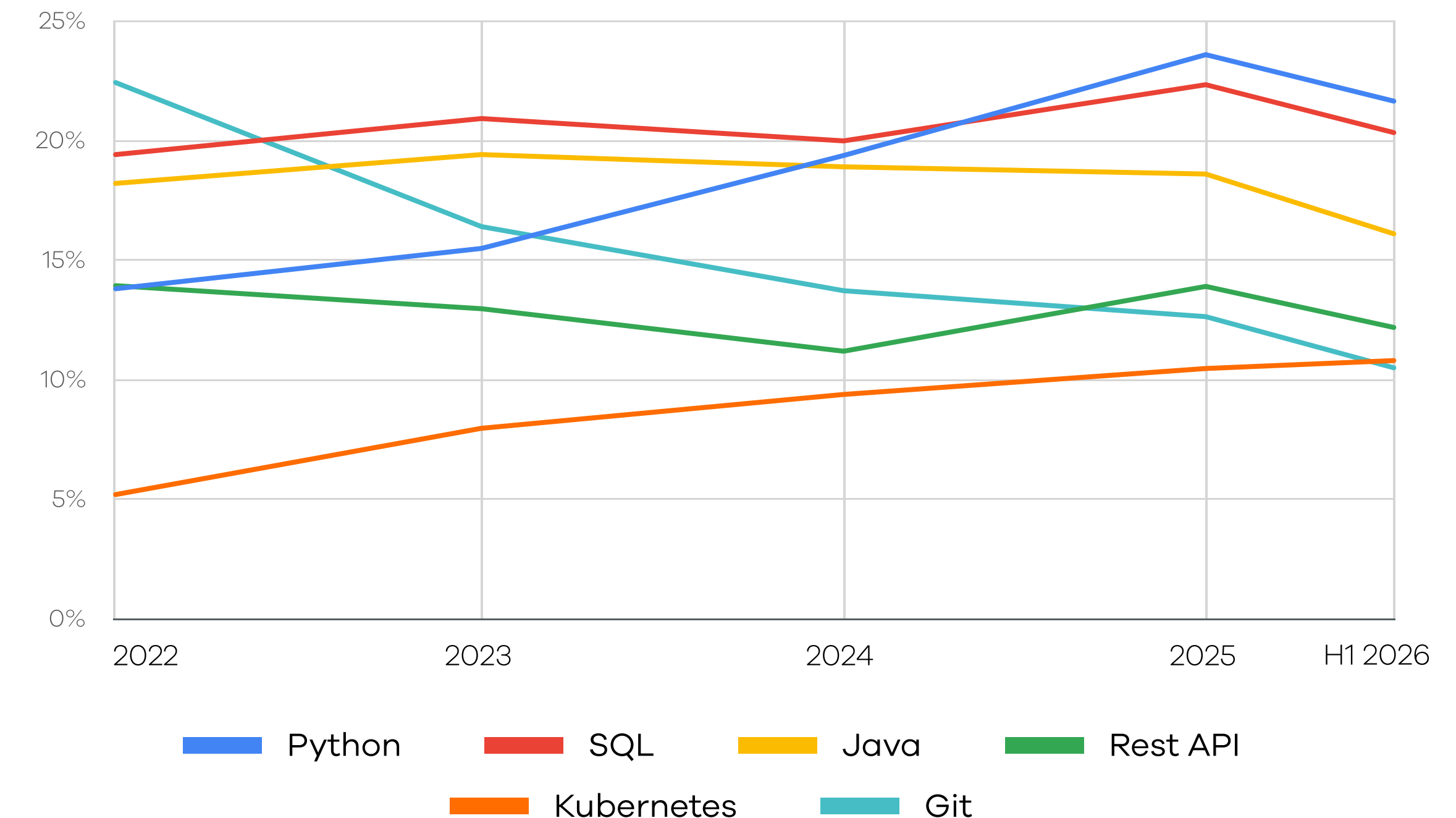
SQL still holds a strong position – it's a technology that's especially in demand in data-heavy categories such as **Data & BI**, **Backend**, **Business Analysis**, and even **Testing**.

Java, on the other hand, is seeing a sharp decline, hitting its lowest share in the period analyzed: **16.1%**. While Python rises and SQL holds steady, Java keeps sliding. Even so, this trio still dominates among all required skills.

The rest of the ranking hasn't been immune to change either. JavaScript and TypeScript are losing ground, while operational and cloud tools are gaining a stronger foothold among requirements.

On the following pages, you'll find out which skills are most sought-after in specific specializations.

Share of job postings: TOP 6 requirements



What else has changed?

JavaScript (-3.3 p.p.) and TypeScript (-1.8 p.p.) are losing relevance compared to 2025 data.

Jira, Azure, Git, and Linux are new entries in the top 15 employer requirements. They pushed out Angular, Spring, Terraform, and API.

Have a Candidate Profile? You have the edge

IT Career in Poland 2026

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**Google Kubernetes Engineer – Production Support & Solution Archite...**
14 500 – 21 000 PLN

Application submitted

Applied: 10.07.2026

⋮

**Senior/Architect Frontend Software Engineer (Belgium – Automotive)**
Salary Match

Your CV opened

Applied: 06.07.2026

⋮

**Junior Social Media Manager**
7 500 – 10 000 PLN

Application submitted

Applied: 01.07.2026

⋮

**Specjalista ds. E-commerce Sprzedaży Internetowej**
11 500 – 14 000 PLN

CV collection completed

Applied: 28.06.2026

⋮

**Senior Consultant | Cyber Consulting**
Salary Match

Applied via employer form

Applied: 17.06.2026

⋮

**Data Engineer (Praca hybrydowa – Kraków)**
20 000 – 23 500 PLN

Application rejected

Applied: 14.06.2026

⋮

«12...5»

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Introductory notes on the guide



On the following pages, you'll find our original rating of IT categories, based on collected data. It's an attempt to measure which specializations in the tech sector currently offer the best conditions from a job seeker's perspective. The numerical rating is supplemented with concrete details: median salary brackets, share of total postings, average number of applications per posting, and the most common requirements within each category.

Legend

Share of category in the total IT job market

11%

This figure shows what percentage of all IT postings published on No Fluff Jobs in H1 2026 belonged to a given category. The order of categories presented in the guide was established based on this metric

	B2B	CoE
Junior	7,500 - 11,760	5,750 - 9,500
Mid	18,480 - 23 520	13,000 - 19,000

The compensation section shows amounts listed in job postings for the given experience level, broken down by contract type. The first value is the median lower bracket, the second is the median upper bracket. For B2B contracts, amounts are shown in PLN net (+VAT); for employment contracts, in PLN gross. The salaries come from the Insights360 tool, which aggregates compensation data from job postings across Poland's largest job portals. Amounts refer to H1 2026.

CV

61

The CV column shows the average number of applications sent via nofluffjobs.com per single job posting for a given seniority level in H1 2026.

Top must-have skills in this category:

JavaScript

14%

This section shows the most frequently occurring must-have requirements in the analyzed category in H1 2026. The percentage indicates what share of job postings listed a given requirement as mandatory.

How to read the charts?

What do the different dimensions mean?

- **Low competition** – shows a rating of how the average number of applications sent for postings in this category compares to the overall IT market.

Rating 1 - very high competition

Rating 10 - very low competition

- **Availability of job ads** – shows a rating of how the number of postings in this category compares to the overall IT market.

Rating 1 - very few postings

Rating 10 - very many postings

- **Offered salaries** – shows a rating of how salaries offered in this category compare to the overall IT market.

Rating 1 - uncompetitive pay

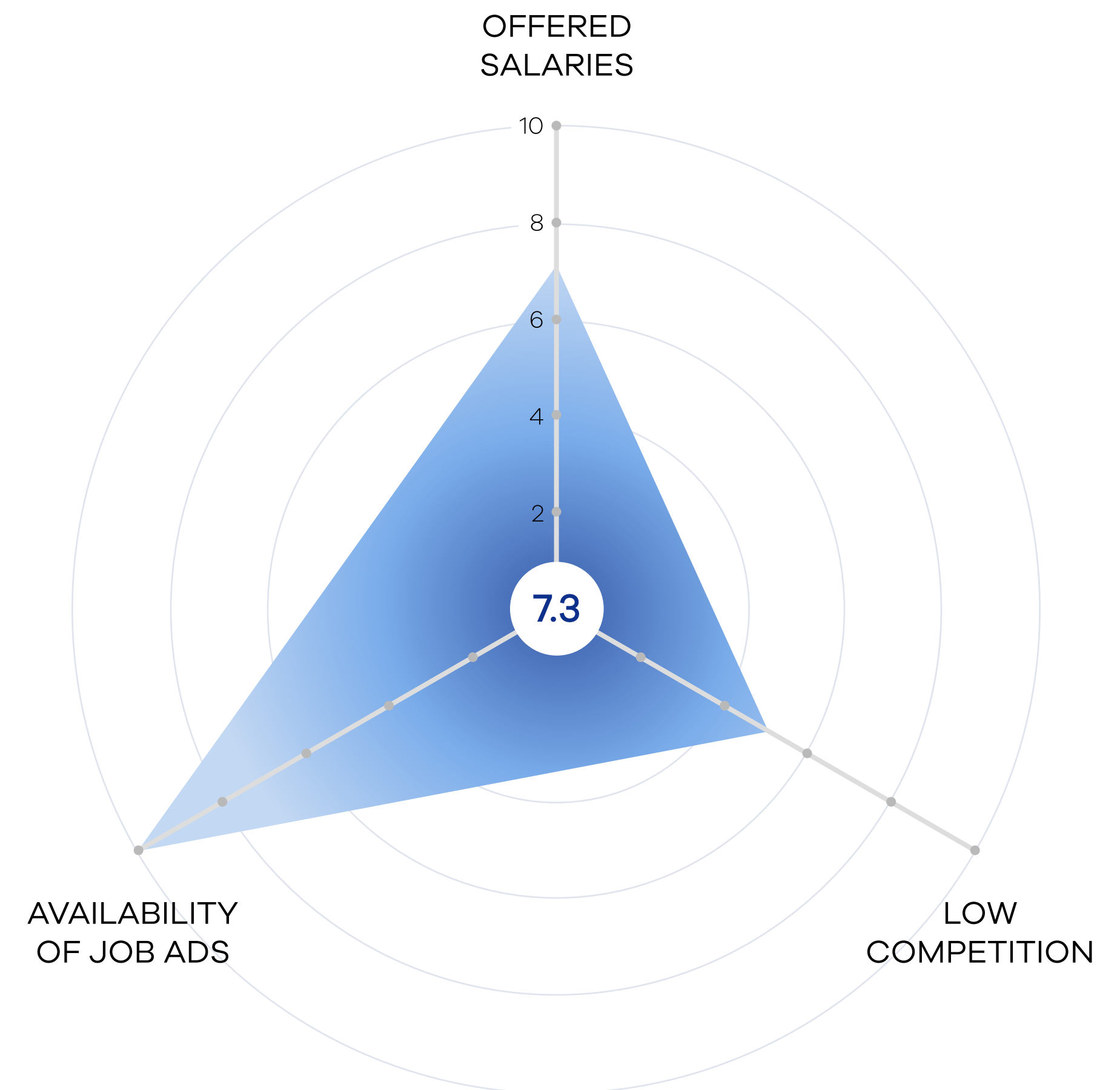
Rating 10 - highly competitive pay

Average score

The **higher the average**, the theoretically **better the situation for job seekers** in a given category.

The larger the chart area, the theoretically better the prospects: **higher** pay, **wider** choice of postings, **lower** competition.

The smaller the chart area, the theoretically worse the prospects: **lower** pay, **narrower** choice of postings, **higher** competition.



Share of category in the total IT job market **17.5%**

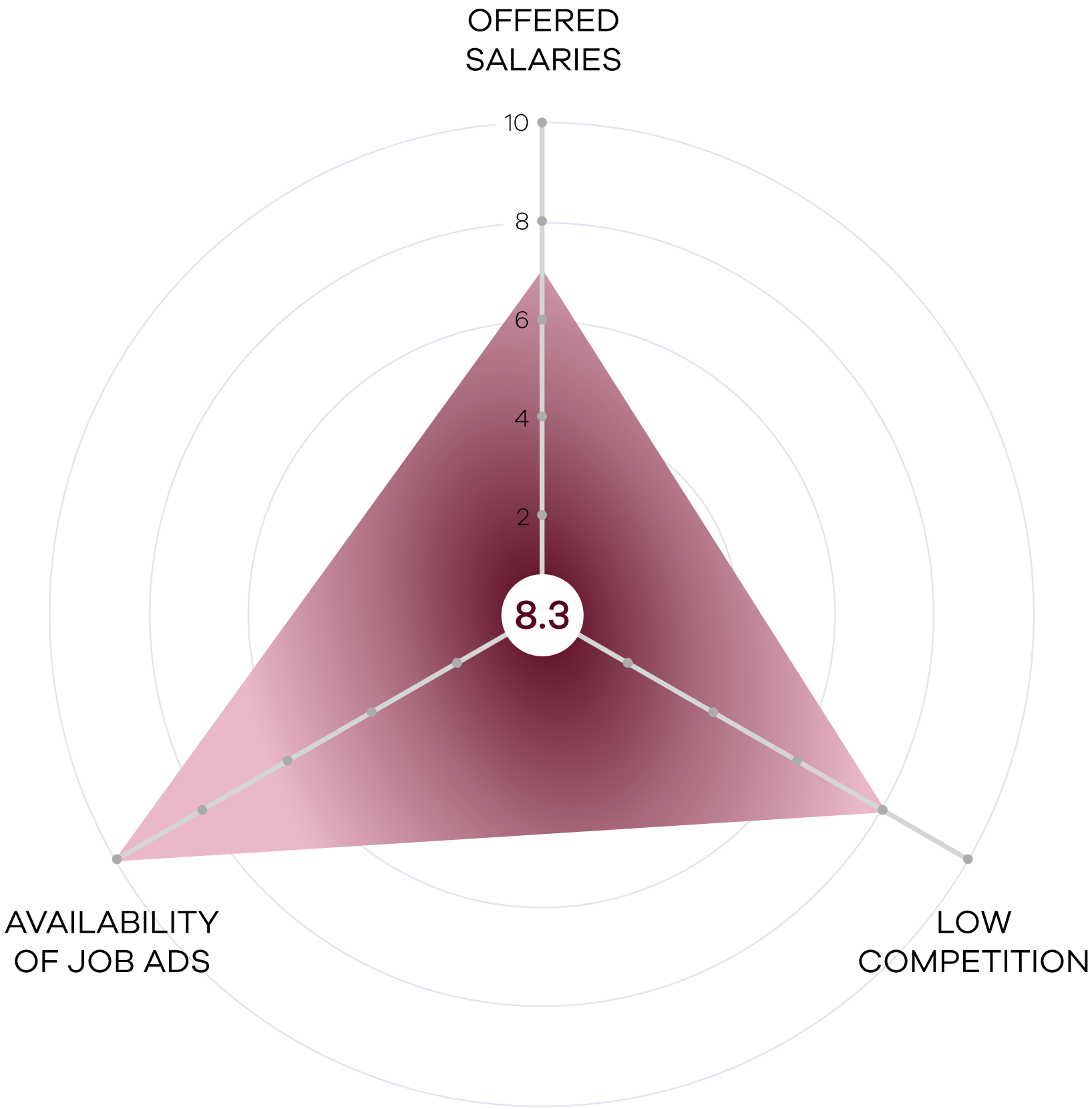
Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	8,000 - 10,040	7,000 - 10,000	46
Mid	18,480 - 22,680	14,000 - 18,250	27
Senior	23,520 - 28,560	20,000 - 26,700	20

Top must-have skills in this category:

Java	44%	SQL	24%	REST API	24%	Git	20%
Python	19%						

The quoted salaries come from Insights360, a tool that aggregates salaries from job advertisements from the largest job portals in Poland. Amounts are for H1 2026. The first value is the median of the lower ranges, and the second is the median of the upper ranges of salaries. For B2B contracts, PLN net (+VAT) amounts are given, and for employment contracts, PLN gross. The CV column shows the average number of applications for a single job ad published on nofluffjobs.com in H1 2026. Category share based on advertisements published on nofluffjobs.com in H1 2026.



Category partner:



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A solid path in uncertain times

Why does Backend remain one of the key and most promising career paths in IT today, despite changes in tools, architecture, and growing automation?

It's incredibly easy today to build a simple app. Thanks to vibe-coding, you can turn an idea into a working first version in the blink of an eye. The real challenge starts when the app needs to withstand load, keep being developed at speed, and stay stable. **This is where the fun ends, and software engineering begins** – inseparably tied to Backend. Thoughtful architecture, data models, business logic, good APIs – serving as the entry point to the system not just for people, but increasingly for autonomous agents too. On top of that come performance, scaling, and monitoring, needed to handle the growing traffic generated by AI.



Marcin Bracisiewicz

Senior Manager, Software Engineering, Jamf



Why Backend? Because **practice and a deep understanding of how to build applications remain the foundation of enterprise-level work**. In the age of AI, there's a huge temptation to jump straight to a working solution while skipping understanding. **The most valued people today are those who can translate deep engineering knowledge into precise context for AI**. Most often, that's backend developers. Just as they once passed on standards to their teams through documentation, code review, or pair programming, today they encode them in agents and contexts. They're creating and refining a new layer of abstraction, where defined rules make AI operate better on the project with every iteration.

Share of category in the total IT job market 12.1%

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	8,400 - 12,600	—*	68
Mid	20,160 - 24,360	14,400 - 20,000	15
Senior	23,520 - 28,560	19,780 - 26,000	10

Top must-have skills in this category:

SQL56%

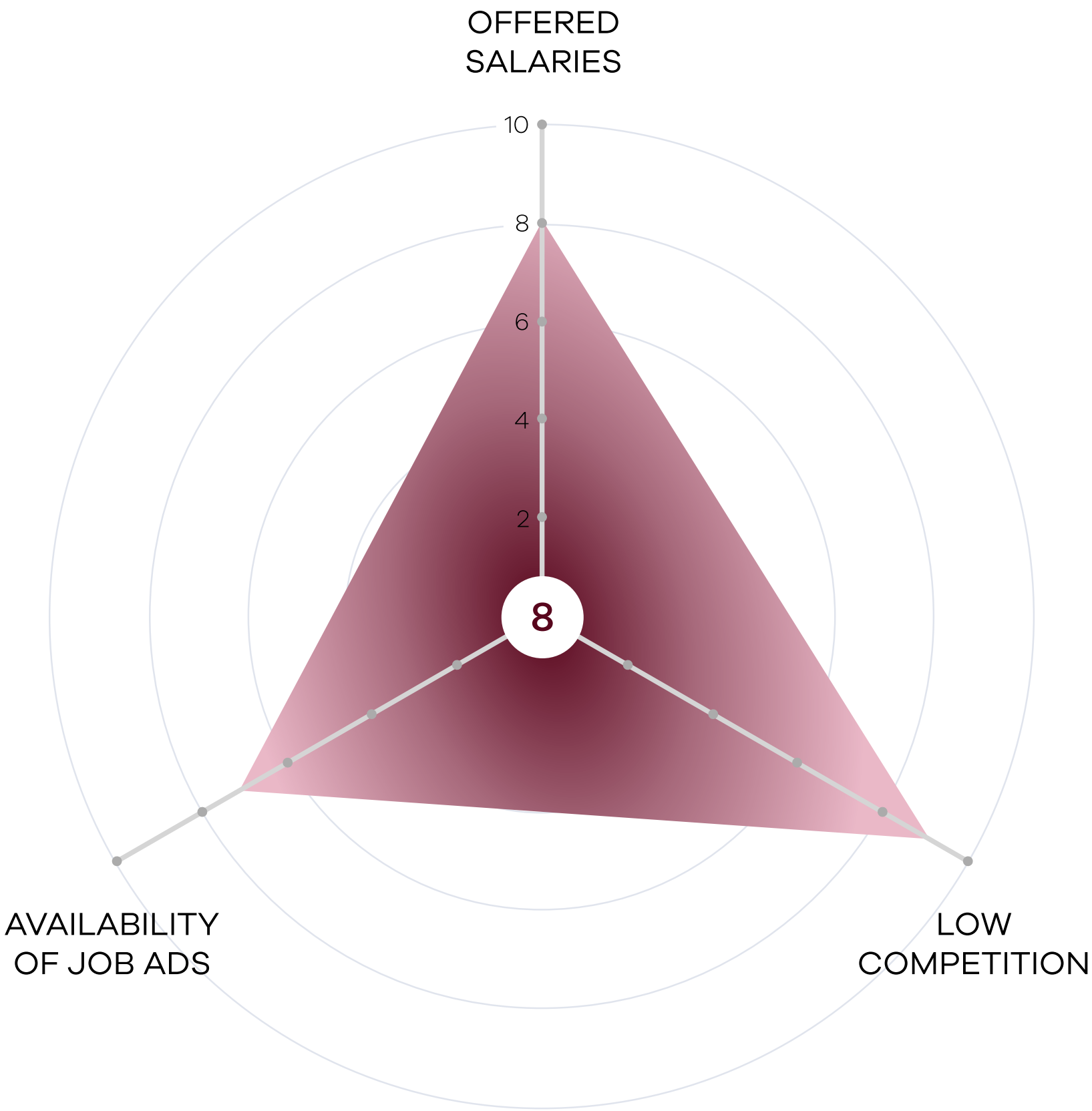
Python50%

ETL23%

Azure15%

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Category partner:



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Where's the line between competence levels?

What today most distinguishes a strong Data & BI specialist from someone who can only put together a report, a dashboard, or a basic analysis?

In an age when Data & AI comes up even in fitting-room queues at the mall or at family coffee chats, everyone in a way becomes a data analyst. That's why the challenges faced by data specialists take on particular significance today. Current data systems are complex structures with an extensive layer of relationships and dependencies. At the same time, tasks related to data quality, availability, and auditability remain just as relevant and require ongoing development.

Modern technology offers enormous possibilities, including the popularization of GenAI tools (highly effective at synthesizing information and building engaging visual formats – images, video, interactive content – while also operating on huge and complex datasets). This is why competitive advantage – on multiple levels – comes down to the **ability to precisely define the problem, and to take a creative and critical approach** to building a quality data model or crafting a narrative that resonates with the audience (data storytelling).

TESCO Technology

Marcin Stanisławski

Head of Software Development, Data Engineering, Tesco Technology



The art lies in conveying the essence of an issue without losing sight of the nuances, while at the same time not "encouraging" the recipient to just use a prompt to summarize a prepared analysis or report. Ultimately, data reflects a business process – without which it becomes just a collection of random numbers. The ability to preserve that essence and build real added value is, and will remain, crucial for a top-tier Data & BI specialist.

Share of category in the total IT job market **9%**

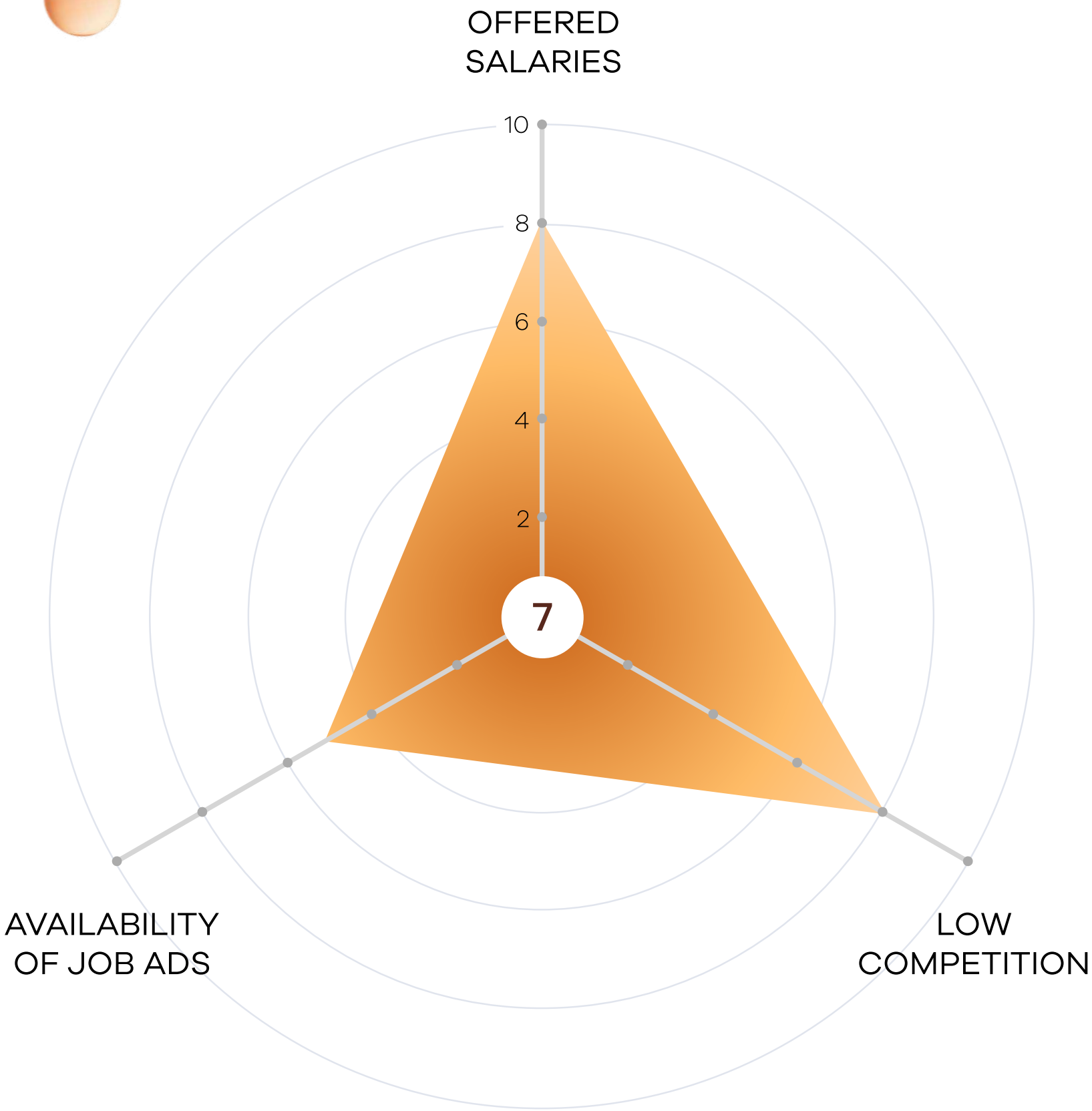
Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	6,720 - 9,500	5,500 - 8,500	61
Mid	20,160 - 24,360	15,360 - 20,000	22
Senior	25,200 - 30,240	20,000 - 25,900	15

Top must-have skills in this category:

React	44%	Java	40%	TypeScript	31%
SQL	29%	JavaScript	29%		

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Between versatility and deep expertise

What today most distinguishes a strong Fullstack Developer from someone who knows a bit of many technologies but doesn't add real value at any stage of product development?

Understanding the problem being solved has always been a trait of a strong Fullstack Developer, but today **it stops being an advantage – it becomes the entry requirement**. In product companies, the center of gravity has shifted from knowing many technologies toward context: understanding the business domain, user needs, and why a given feature should exist at all. Thanks to AI, experienced fullstack engineers are moving into areas that used to belong to other roles – analysis, architecture, design, product – precisely in order to build that context.

Tools like Claude Code lower the cost of switching between domains – a good fullstack developer can today independently deliver complex features on their own. AI also allows working at a higher level of abstraction: instead of solving individual user problems, one can think about which problems are even worth solving, and make those decisions based on data. This also translates into technology choices – a strong fullstack developer, using AI, can more deliberately match the stack to the specific problem instead of reaching for what they already know.



Piotr Podolski
Senior Manager, Remitly



On top of that come two areas that are becoming the foundation for seniors: **infrastructure** – especially in the context of adapting environments for AI tools – and **understanding language models**, both as components of the systems being built and as tools used in everyday work.

The line between a strong Fullstack Developer and a strong generalist is blurring – both roles are increasingly defined by ownership of the product.

Share of category in the total IT job market **7.6%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	—*	—*	59
Mid	20,160 - 25,200	15,360 - 20,000	16
Senior	25,200 - 30,120	19,500 - 25,000	11

Top must-have skills in this category:

Kubernetes

46%

Python

43%

Terraform

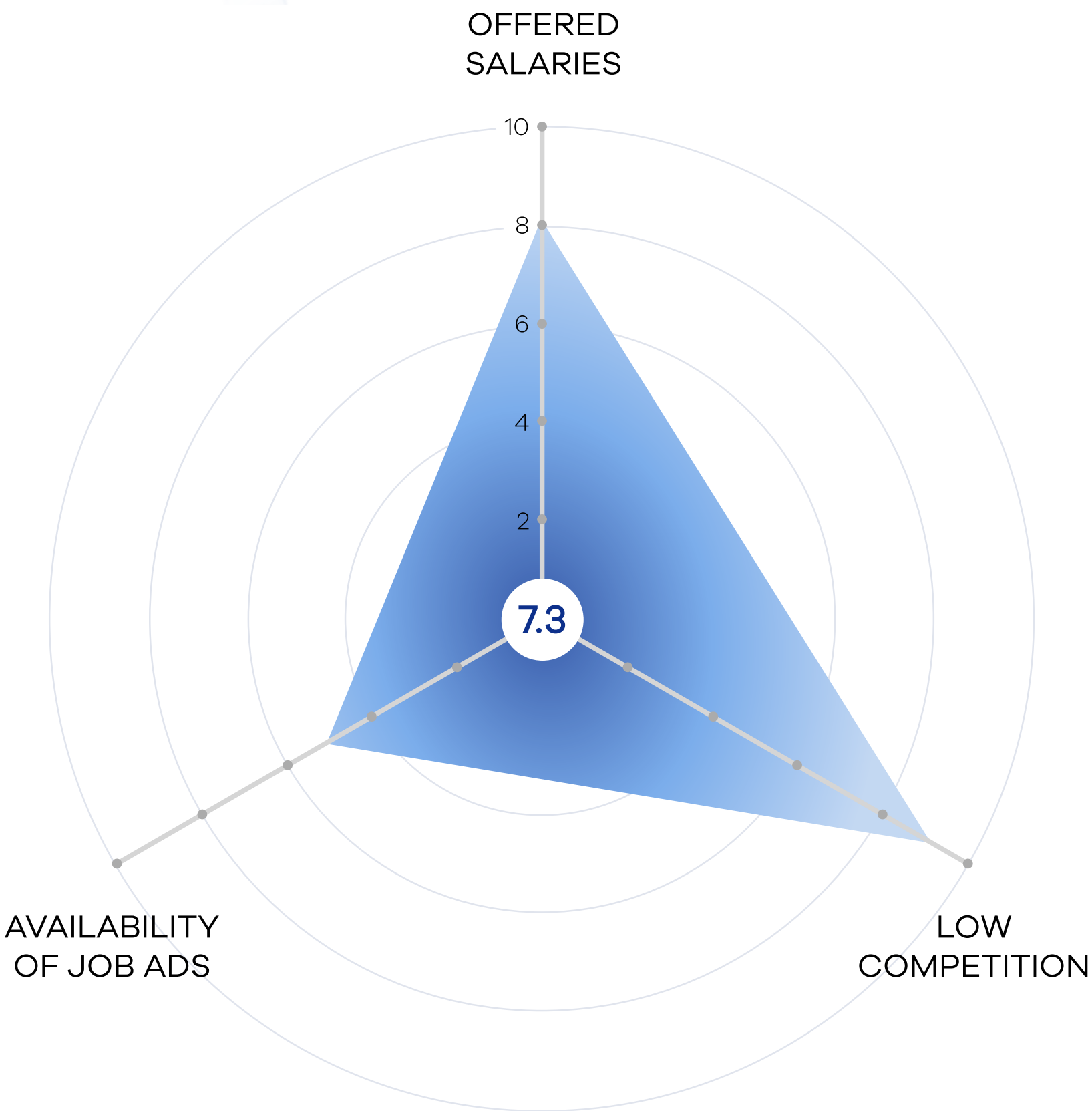
41%

DevOps

33%

Docker

28%



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Category partner:



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Where is DevOps heading, and who does it need?

What trends are currently most noticeable in the DevOps? Which direction is this category developing in, and what skills are most valued?

A trend that continues to hold on the infrastructure engineers' job market is **skills related to large language models (LLMs)**. They speed up software delivery and open the door to automation in areas where it used to be economically unviable. Engineers today are expected to work effectively alongside AI tools: using them consciously (e.g., using meta-prompts), controlling budget, and also deploying and maintaining AI agents in production environments (LLMOps).

The fundamentals remain unchanged. The key areas are still operating systems, networking, containerization, Infrastructure as Code, GitOps, monitoring and observability, security (especially software supply chain), and FinOps. The importance of platform engineering is also growing, extended to include providing services to AI agents (which raises questions around availability and security). As AI automates routine tasks, **effective communication becomes the key skill**: engineers need to collaborate effectively across teams, share knowledge, and design systems together – which directly translates into the speed and quality of deployments.



Maciej Gołaszewski
Senior Cloud Engineer, VirtusLab



The DevOps role is evolving in two directions: AI increases engineers' productivity by taking over routine tasks, while at the same time AI agents are becoming a new layer of infrastructure – one that requires design and maintenance. As a result, the industry is looking for engineers with a broader skill profile, combining effective work with AI with responsibility for the systems that use these tools.

Share of category in the total IT job market **7.6%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	7,350 - 10,080	5,700 - 8,000	59
Mid	14,365 - 18,480	10,000 - 14,000	35
Senior	20,160 - 23,520	15,000 - 18,000	26

Top must-have skills in this category:

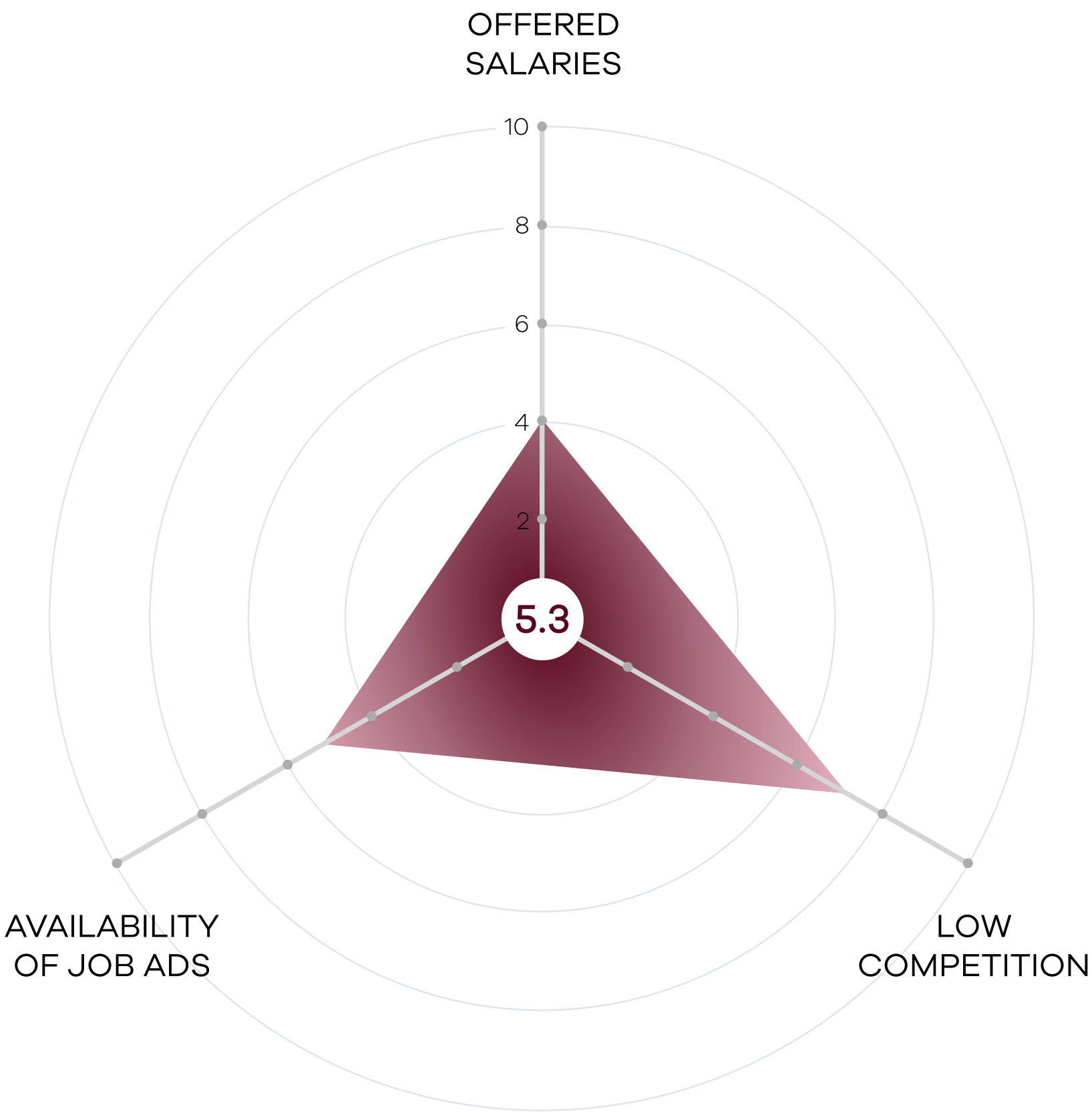
SQL **29%**

Java **28%**

Jira **28%**

Testing **24%**

Postman **20%**



Category partner:



[Build your QA skills here](#)

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Someone has to judge whether it makes sense

Testing is a particularly good career choice – what predispositions, way of thinking, and competencies really help someone stand out here?

Software testing is a good choice for **people who like to verify assumptions and check** how a system behaves under real-world conditions. People who, on seeing the message "success," instinctively ask: success for whom, under what conditions, on what data, and at what cost – tend to thrive here.

This matters especially today, when more and more things can be generated, automated, and sped up using AI. Paradoxically, this doesn't diminish the importance of testers – if anything, it raises the bar. AI can help write test cases, generate data, suggest scenarios, or analyze results, but someone still has to judge whether those answers actually make sense, whether they cover real risk, and whether they don't create a false sense of security.

That's why the people who stand out in testing are those who **combine curiosity with critical thinking, empathy for the user with an understanding of technology, and communication skills with the courage to question assumptions**. A good tester or Quality Engineer isn't just someone who finds bugs. They're someone who helps the team see the difference between something working under controlled conditions and something that can actually be trusted in real-world use.



Krzysztof Kijas

Senior Tech Lead Quality Engineer,
co-CEO, jaktestowac.pl



That's why in testing, what matters more and more isn't just running test scenarios, but **the ability to judge** whether the result genuinely gives grounds for trusting the product – especially when automation and AI can very quickly deliver an answer that looks correct.

Share of category in the total IT job market **6.7%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	5,940 - 10,000	5,500 - 8,000	35
Mid	19,320 - 23,100	12,800 - 17,000	15
Senior	21,840 - 25,200	14,400 - 20,000	12

Top must-have skills in this category:

BPMN **29%**

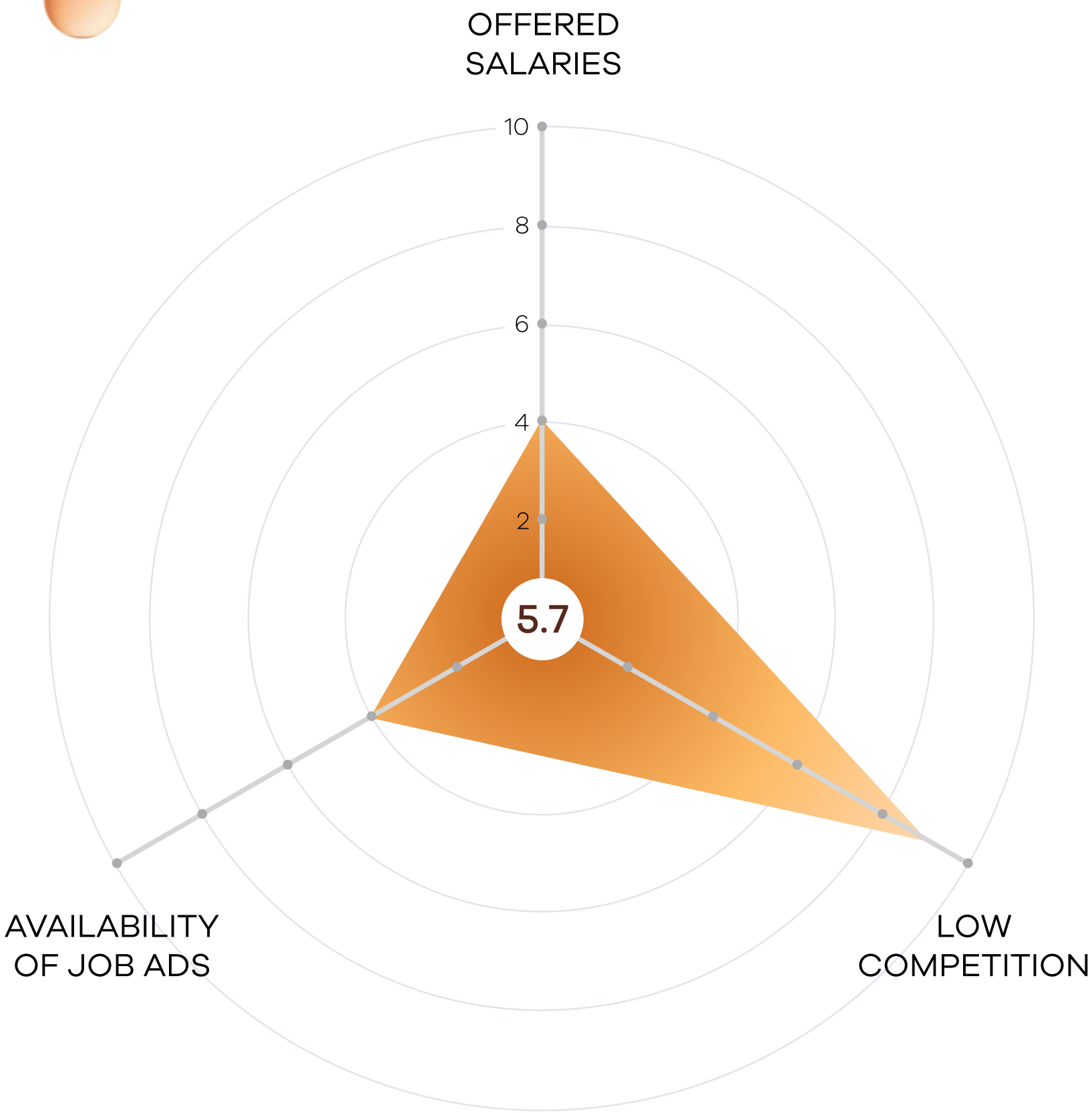
UML **29%**

SQL **28%**

Jira **24%**

Confluence **21%**

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The biggest challenges aren't technical

What challenges do people building a career in Business Analysis face most often today, and which of these are hardest to learn in practice?

It might sound trivial, but the biggest challenge in Business Analysis is **operating under incomplete information and conflicting interests**.

Working out stakeholders' actual requirements – not always what they state, but what they truly need – **is a skill no course can teach**. It requires understanding who will use the solution and how, and along the way, dealing with conflicts and a growing scope. Behind it all is communication, trust, and a relationship built over years.

Documenting decisions, not just requirements, is underrated. Writing down the "what" is worth supplementing with the "why," which gives a broader picture and better understanding for the whole team and organization.

Another challenge is **domain knowledge** (often regulated, e.g., by PSD2, DORA, KNF) and **understanding architecture**: event-driven systems, integrations, queues. It's a duality of business and technology – knowledge that grows along with the projects.



Joanna Książczyk
Senior Business-Systems Analyst, Finture



In an Agile environment, we work fast, and requirements change every sprint – the BA role can become ambiguous and easily get reduced to uncritically writing user stories. That's not worth it. It's better to slow down, ask questions, clarify, propose an alternative solution – this saves more time than fast but poorly understood changes.

AI raises the bar. Tools generate documentation and user stories faster than ever. It's worth taking advantage of that **while preserving critical thinking**, so as not to become just a prompt editor. It's about responsibility for quality, not just for speed.

Share of category in the total IT job market 5.2%

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	—*	—*	76
Mid	20,000 - 25,200	15,360 - 21,250	21
Senior	23,520 - 30 120	20,000 - 26,550	12

Top must-have skills in this category:

Python

73%

Azure

23%

LLM

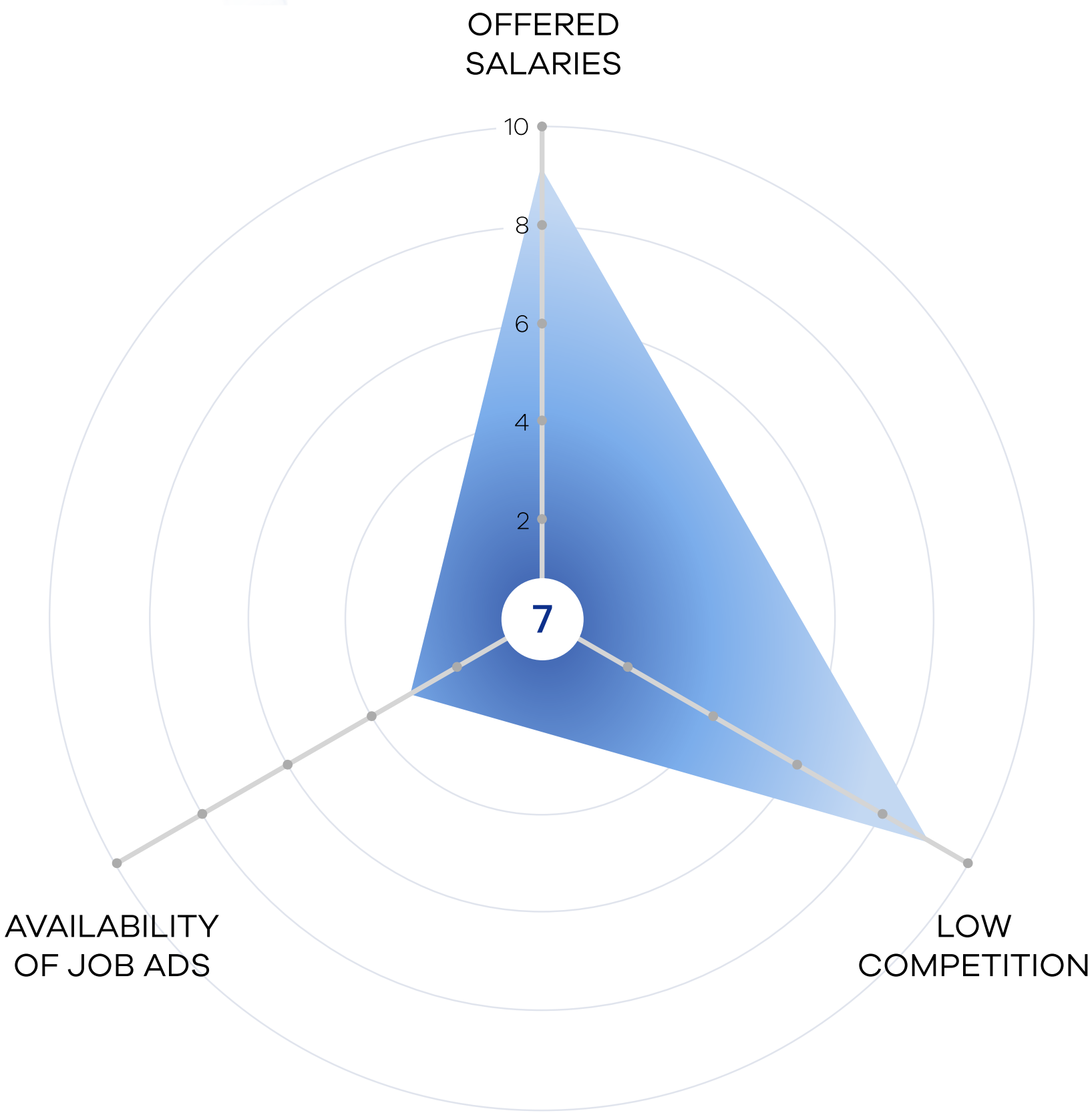
18%

Machine learning

17%

GCP

16%



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Category partner:

EUVIC.

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What attracts people to work on artificial intelligence?

We often hear that AI will mean fewer jobs. But we forget that developing AI is also "work on AI." What attracts candidates most today to work on artificial intelligence?

You could start with the observation that AI "won't build itself" – it's highly autonomous and self-learning, but at the end of the day, **a specialist is still the one driving the process** of developing AI-powered tools.

When job postings and project descriptions include tasks related to developing AI tools, they attract candidates who understand what stage of technological change we're at. Such specialists are ready for continuous growth in their knowledge and skills (in fact, they expect it) and are aware of the need to keep pace with this direction. **Knowing AI and working with it are essential today for staying competitive** in a demanding job market.

They're drawn to having a real impact on the development of these tools. They're looking for space to create something that could already be called an "AI culture" in their workplace.

EUVIC.

Beata Wilk

Recruitment Manager, Euvic



AI optimizes, supports, and develops – but it requires staying up to date with trends and technologies. An additional draw and incentive for candidates is the diversity of roles that have emerged and specialized in the field of AI tool development.

This is a clear message for employers: **AI in a company doesn't just support daily work – it's also a marker of how attractive its job offers are to candidates.** At Euvic, we understand this very well – we work systematically on implementing and developing AI tools, developing our employees in this area, and creating space for knowledge exchange between teams.

Working with AI is already a standard today and a guarantee of staying competitive – both for employees and for companies in the IT industry.



Project Management

Share of category in the total IT job market **4.9%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	8,000 - 13,440	—*	54
Mid	18,480 - 22,680	11,000 - 17,000	40
Senior	21,840 - 26,040	17,850 - 23,000	33

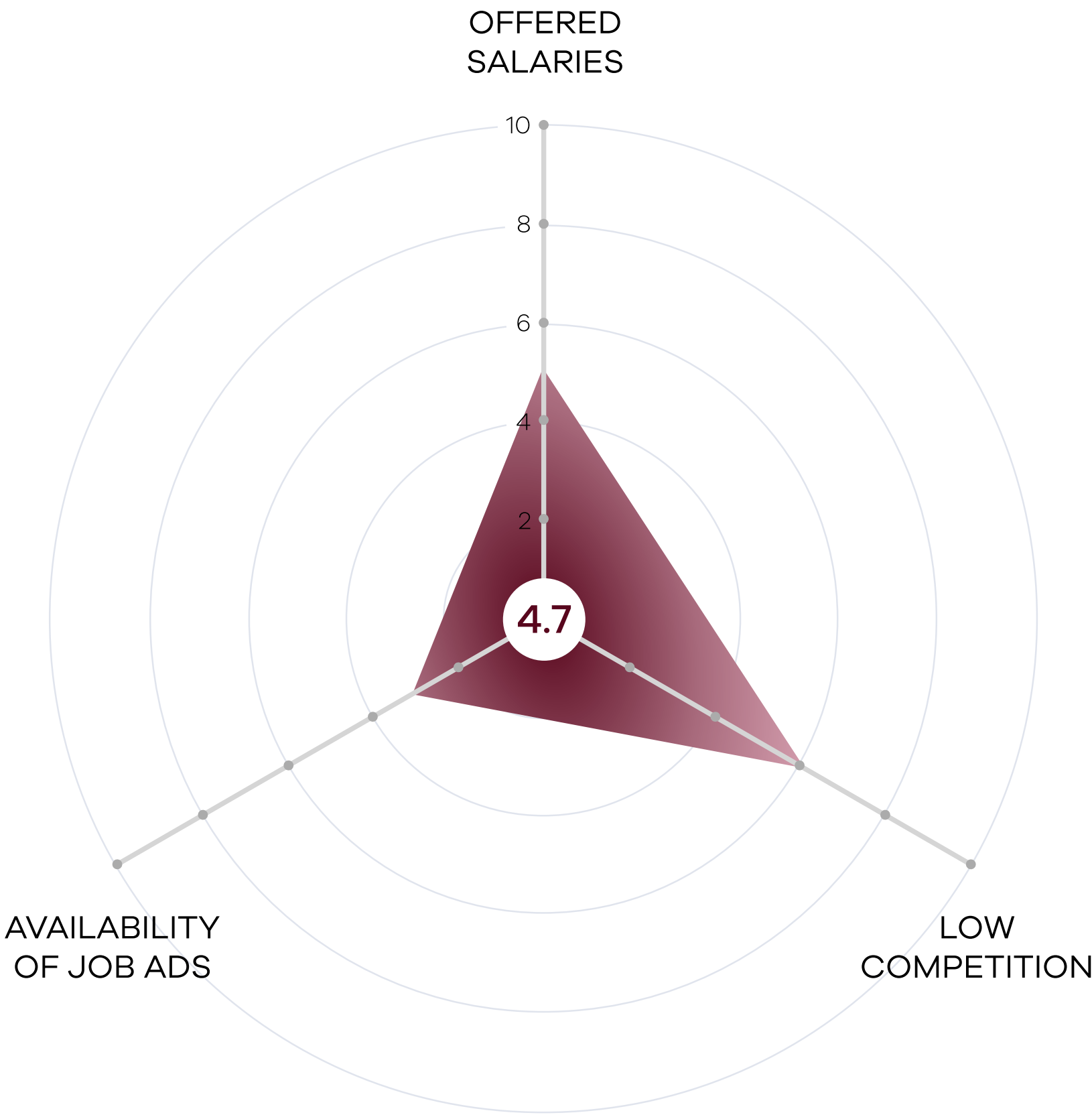
Top must-have skills in this category:

Jira **25%**

Confluence **14%**

Agile **12%**

Stakeholder management **12%**



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Category partner:

Netcompany

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A role that keeps evolving

Is project management today a stable, long-term career path, or an area that has to keep redefining its role in modern organizations? Why?

Project management in IT is neither a simple template nor a job that's disappearing – it's a role that **keeps evolving**. I myself started with light waterfall, moved through hybrids and "pure" Agile, and eventually came back to mixed approaches. From experience, I know that **one model isn't enough for every type of project**. Agile significantly changed how we manage work, bringing it closer to the business and shortening the feedback loop. Today we're in the next phase of that change – driven by AI. AI automates reports, analyses, and part of development work, speeding up many areas, but it doesn't shorten actual delivery time.

As a result, there's **growing demand for decisive PMs with a technical foundation**, who combine managerial competencies with soft skills. Project management is no longer just about processes – it's also about connecting the perspectives of product and architecture, and communicating the gap between the pace of idea generation and the actual time it takes to implement them.

The approach to risk is changing too. Alongside time and budget, new factors are emerging: the quality of solutions built with AI support, information overload, and the need to protect the team from unrealistic plans. **Working with emotions, boundaries, and team engagement** is becoming increasingly important, amid rising stakeholder expectations.

Netcompany

Paulina Stefańczyk

Managing Architect, Netcompany



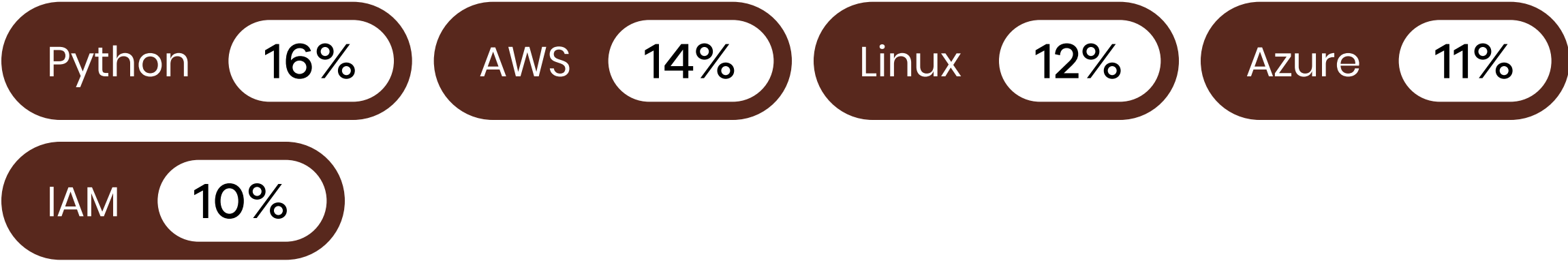
Supporting this transformation, at Netcompany we continuously invest in developing our people, responding to the growing importance of technological and decision-making competencies in project work. We create an environment that fosters independence and accountability, where people develop the ability to use AI effectively while staying mindful of how they collaborate with clients. This allows our employees to build the competencies needed by the next generation of IT consultants – specialists who combine technical knowledge, business understanding, and effective collaboration skills.

Share of category in the total IT job market 4.4%

Salaries offered and average number of applications per job ad:

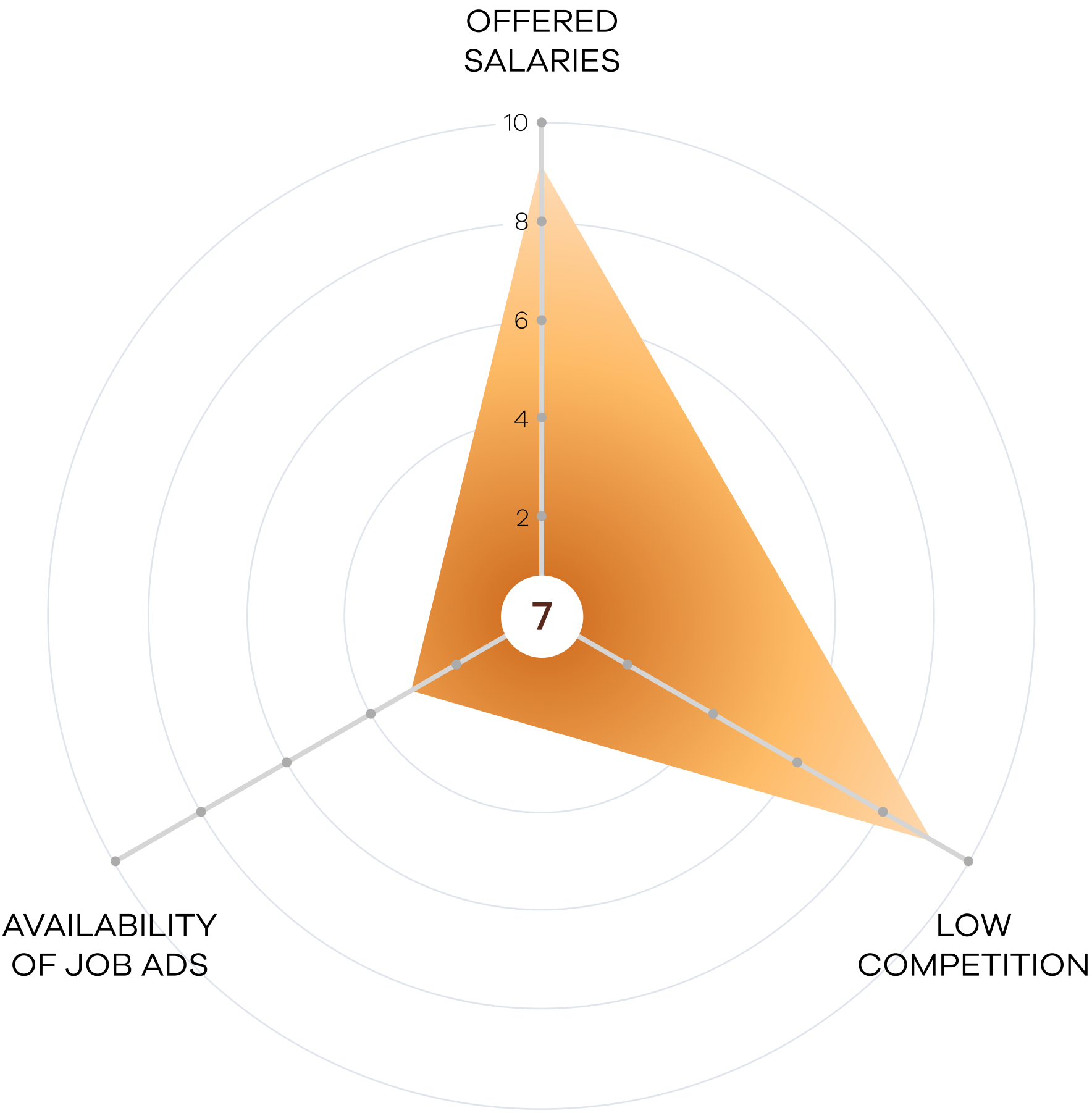
	B2B	CoE	CV
Junior	—*	11,690 - 15,200	53
Mid	22,260 - 26,565	15,920 - 23,000	10
Senior	26,565 - 31,920	20,240 - 25,300	7

Top must-have skills in this category:



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Share of category in the total IT job market 3.6%

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	—*	—*	25
Mid	25,200 - 28,560	14,200 - 21,000	5
Senior	28,560 - 33 600	22,000 - 28,000	4

Top must-have skills in this category:

SAP

39%

ABAP

11%

SAP Fiori

9%

SQL

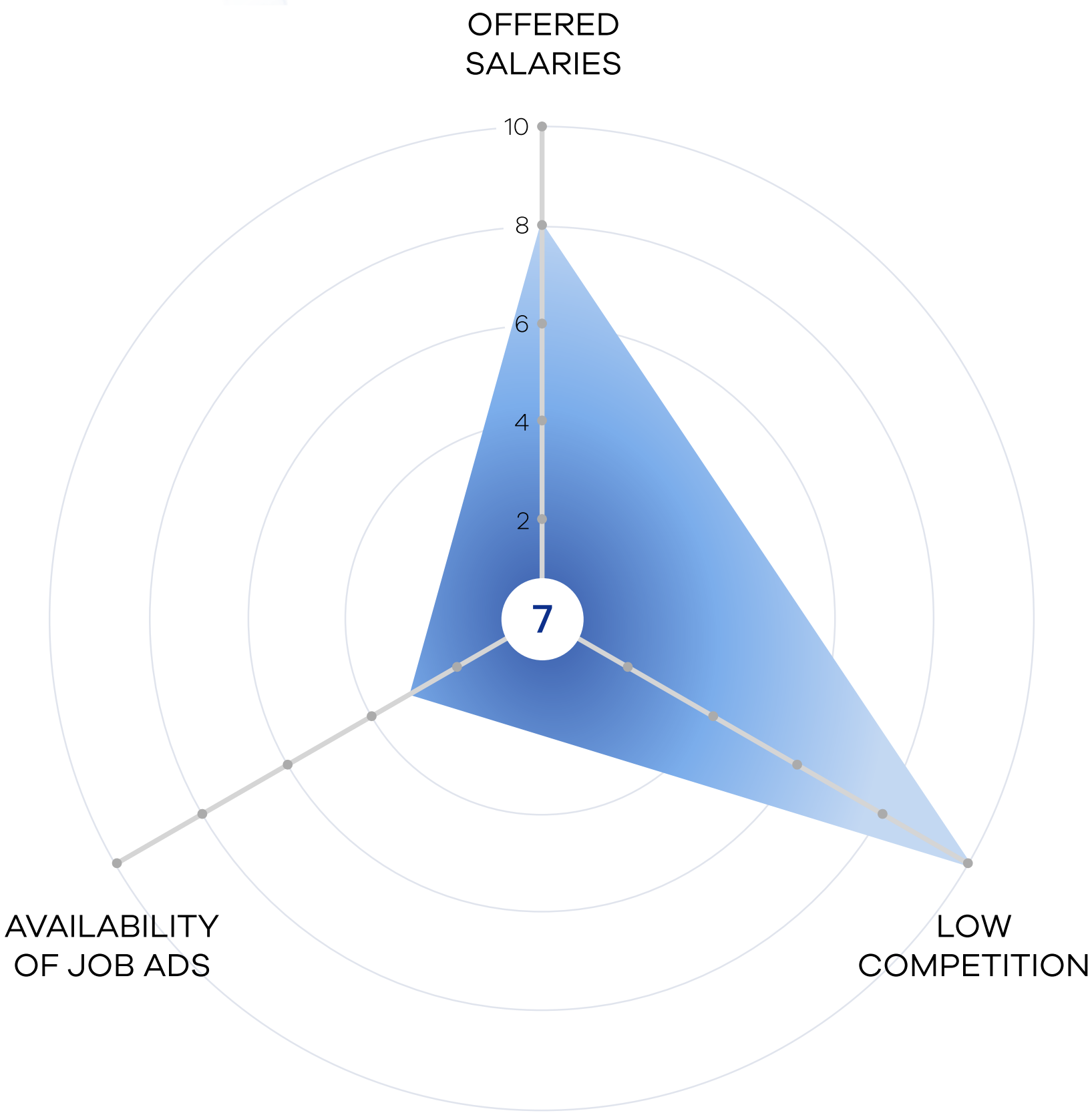
8%

HANA

8%

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Category partner:



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ERP isn't afraid of AI

Why does ERP remain an important and promising career path today, even though it rarely comes up in discussions about "trendy" areas of IT?

Although tech media headlines have been dominated by topics like artificial intelligence or cybersecurity, ERP systems form the backbone of every large organization's operations. Even though this area is rarely called "trendy," it offers exceptional stability and unique career prospects.

Business wins over technology

While AI automates simple programming tasks, making it harder for beginner programmers to get started, ERP's specifics rest on entirely different competencies. Implementing an ERP system isn't just about writing code – it's above all about **understanding business processes**. Algorithms won't replace mapping out production processes or negotiating and working out compromises between finance, logistics, or HR departments. **That makes this profession resistant to automation.**

Huge demand and the cloud transformation

The ERP market is currently going through a technological revolution tied to migration to cloud solutions (e.g., SAP S/4HANA). The scale of these projects worldwide generates **enormous demand for specialists**. Since the number of experts is growing more slowly than the market's needs, the industry offers high salaries and strong job stability.



Karolina Łasecka-Michalak

Business Operation Coordinator, IT Talento



Low barrier to entry for "non-technical" people

ERP is an ideal path for graduates in economics, logistics, or management, since it doesn't require advanced programming – just analytical thinking. For experienced accountants, logisticians, or HR professionals who have worked with such systems for years, moving into an ERP consultant role is a natural step forward. It lets them put their practical business knowledge to use and enter the IT sector without having to start their career from scratch.

Share of category in the total IT job market

3.4%

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	6,000 - 10,000	—*	146
Mid	16,800 - 20,380	14,500 - 17 000	84
Senior	21,840 - 26,880	18,500 - 26,000	66

Top must-have skills in this category:

TypeScript

66%

React

59%

JavaScript

54%

CSS

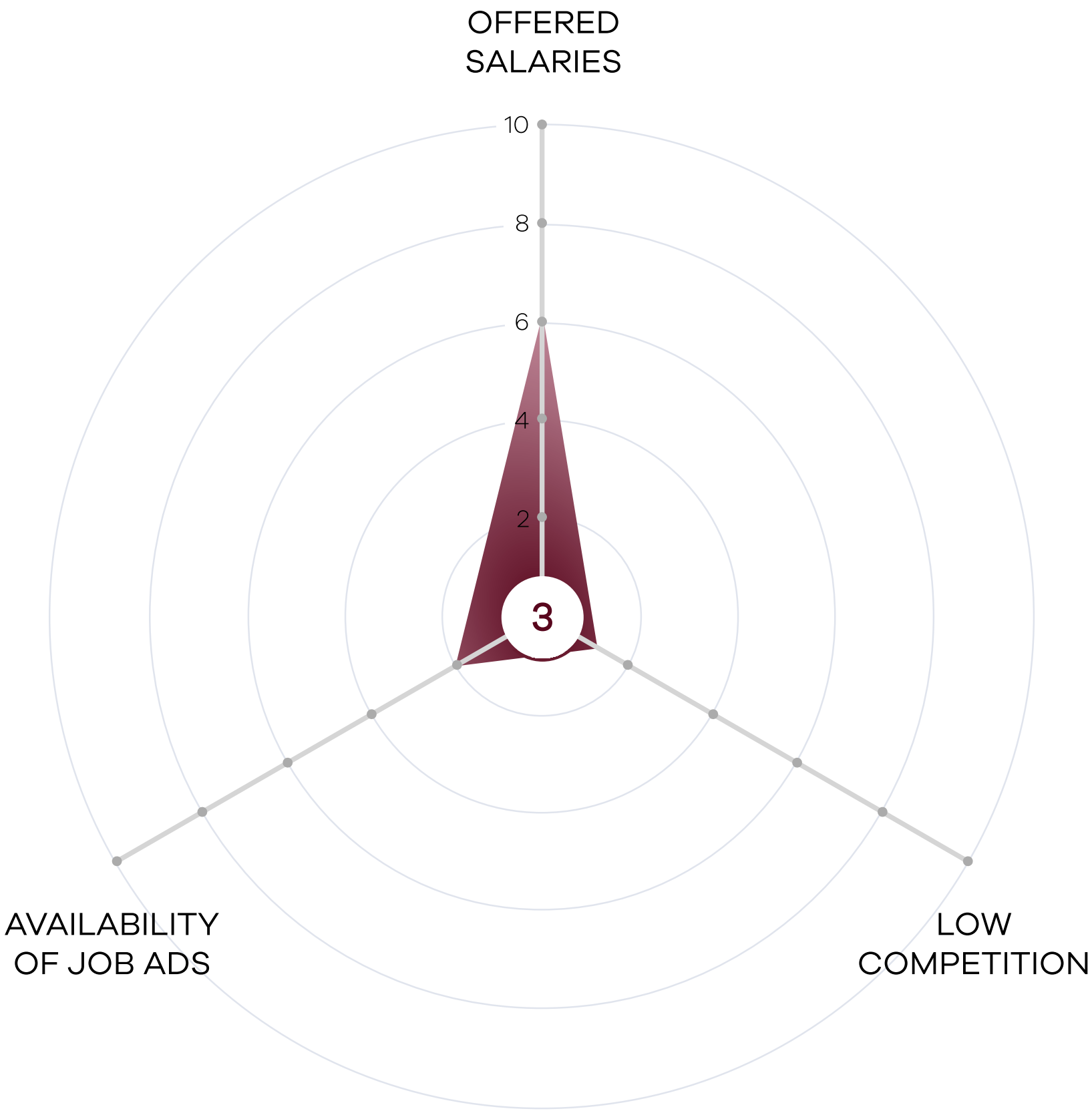
36%

HTML

34%

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Category partner:

TESCO Technology

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Does Frontend still have a future?

Does Frontend still have a future? How should one build a career in this field? What should the focus be, and how should one develop?

Frontend in 2026 has become a more complex field than ever before. Rendering architecture is multidimensional, the boundary with infrastructure is blurring, and non-functional requirements now fall under regulations like the EAA (European Accessibility Act). Generative AI doesn't change this trajectory – it amplifies it. **The value of a Frontend Engineer was never in producing the visual layer, but in the decisions that surround that interface.**

Three areas worth deliberately investing in:

Fundamentals. Tools and frameworks will keep changing, but the HTTP protocol, how browsers work, or how CDNs operate won't evolve nearly as fast. That's knowledge that lets you diagnose real problems instead of fighting symptoms in the next framework.

Systems thinking. Choosing a rendering architecture or an API communication strategy means decisions with consequences for performance, cost, and maintenance. NFRs demand far more attention today: accessibility as a regulatory requirement, Core Web Vitals as a business factor, interface resilience as a deliberate design element.

TESCO Technology

Jakub Skoczeń

Software Development Manager, Tesco Technology



Product and platform thinking. Weighing trade-offs between delivery time, technical debt, and UX. Platform engineering — knowledge codified into a golden path for dozens of teams — reduces cognitive load by narrowing the decision space. A single platform team acts as a multiplier for hundreds of engineers.

Understanding fundamentals and systemic context is a more durable skill than any framework.

Share of category in the total IT job market **3.3%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	—*	—*	17
Mid	26,880 - 30,240	18,000 - 22,400	5
Senior	26,880 - 31,920	18,500 - 25,000	6

Top must-have skills in this category:

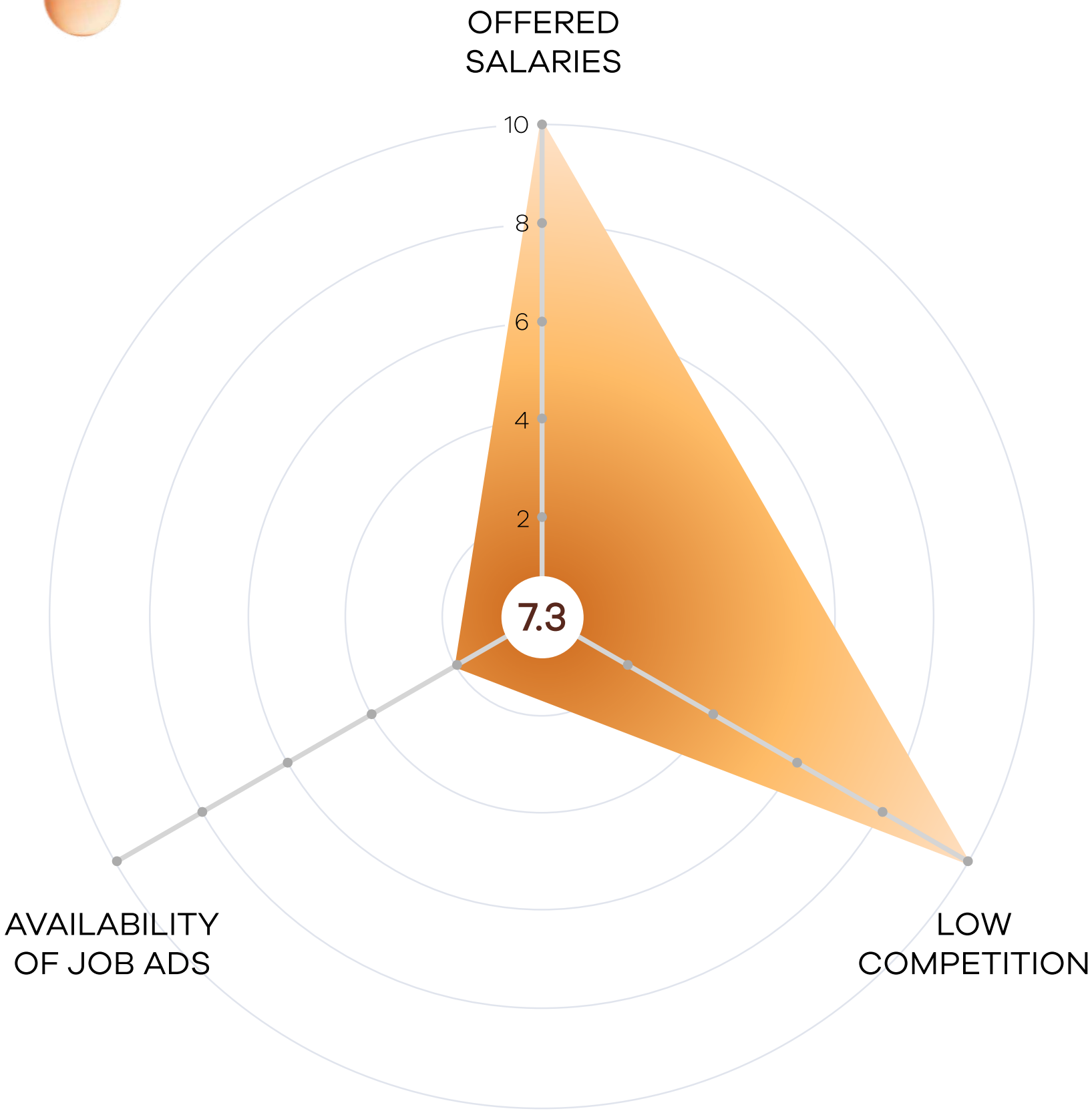
Azure **20%**

AWS **16%**

Python **14%**

REST API **11%**

Kubernetes **11%**



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Category partner:

 **SOFTWAREMILL**
A VIRTUSLAB COMPANY

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Who is a "good" architect?

What today most distinguishes a good architect from a senior developer with extensive technical experience?

The line between a Senior Developer and an Architect is blurring more and more today. In my view, this is driven by the widespread use of AI in software engineering. Models and agentic systems can generate a correct, well-tested solution within minutes. They're excellent at answering the question "how?" – so the **ability to write good code alone stops being an advantage**. What used to set a senior apart is now available to almost anyone.

AI, however, still doesn't take responsibility for the questions "what?" and "why?" And that's exactly where real value shifts to – where the model lacks data and context: understanding business context and taking responsibility for decisions that can't be tested here and now, and whose correctness is often only verified years later.



Rafał Maciak
Principal Software Engineer, SoftwareMill



A senior no longer has to focus their energy on the "how?" alone. Since part of that work is now done by AI, they can focus on what matters in the long run: deciding which problem is even worth solving, which one can be postponed, and making decisions whose correctness can't be verified right away. In my view, **every senior today has to be an architect** and be able to step beyond responsibility for just the "how?".

Share of category in the total IT job market **2.8%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	6,000 - 8,500	7,000 - 8,000	33
Mid	12,600 - 16,125	9,000 - 12,000	26
Senior	21,000 - 25,200	15,000 - 16,990	15

Top must-have skills in this category:

Windows

22%

Linux

21%

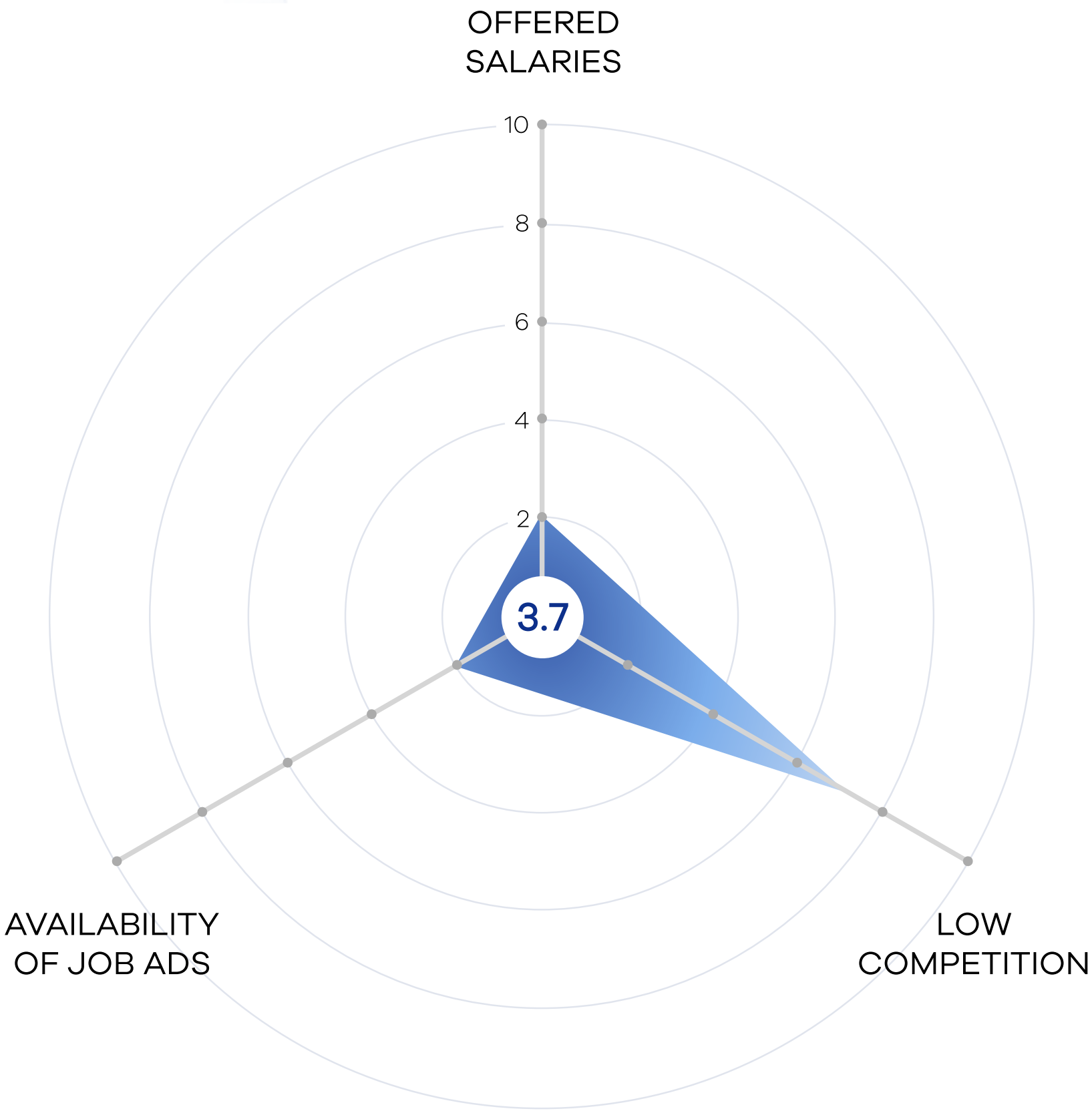
ITIL

19%

SQL

11%

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Category partner:



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People at the center of support

Why does Support remain an important career path in tech organizations today, despite automation, self-service, and the growth of AI-based tools?

Support remains a career path that isn't so much being replaced as it is being effectively supported and automated by AI models. Still, artificial intelligence doesn't have the ability to understand business context. Automation and self-service solutions are simply too far removed from the "Customer Success" mindset that customers value so highly and that I try to foster within my teams. A bot can answer simple questions, but it won't understand your point of view, the specifics of the problems you're dealing with, or complex expert-level questions.

In support work, the human element is key – research confirms that **4 out of 5 respondents still prefer interacting with a human over AI**. I like to say that as a support team, we play the role of a "feedback loop": we're the company's eyes and ears, but also the voice of our customers. As support engineers, we're often among the first to find out when a new feature needs fixing. But that loop works both ways, because we also let customers know: "Hey, the feature you've been waiting for is now available! Check it out, and let us know if you have any questions".



Adam Bijak

Head of Support, Xopero Software



To sum up, AI is excellent at eliminating simple errors, but when it comes to expert knowledge that often goes beyond dry theory, **the human remains irreplaceable**.

IT System Administration



Share of category in the total IT job market **2.5%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	8,400 - 10,850	7,000 - 9,000	20
Mid	20,160 - 25,000	10,000 - 15,000	14
Senior	21,840 - 26,880	16,900 - 22,000	8

Top must-have skills in this category:

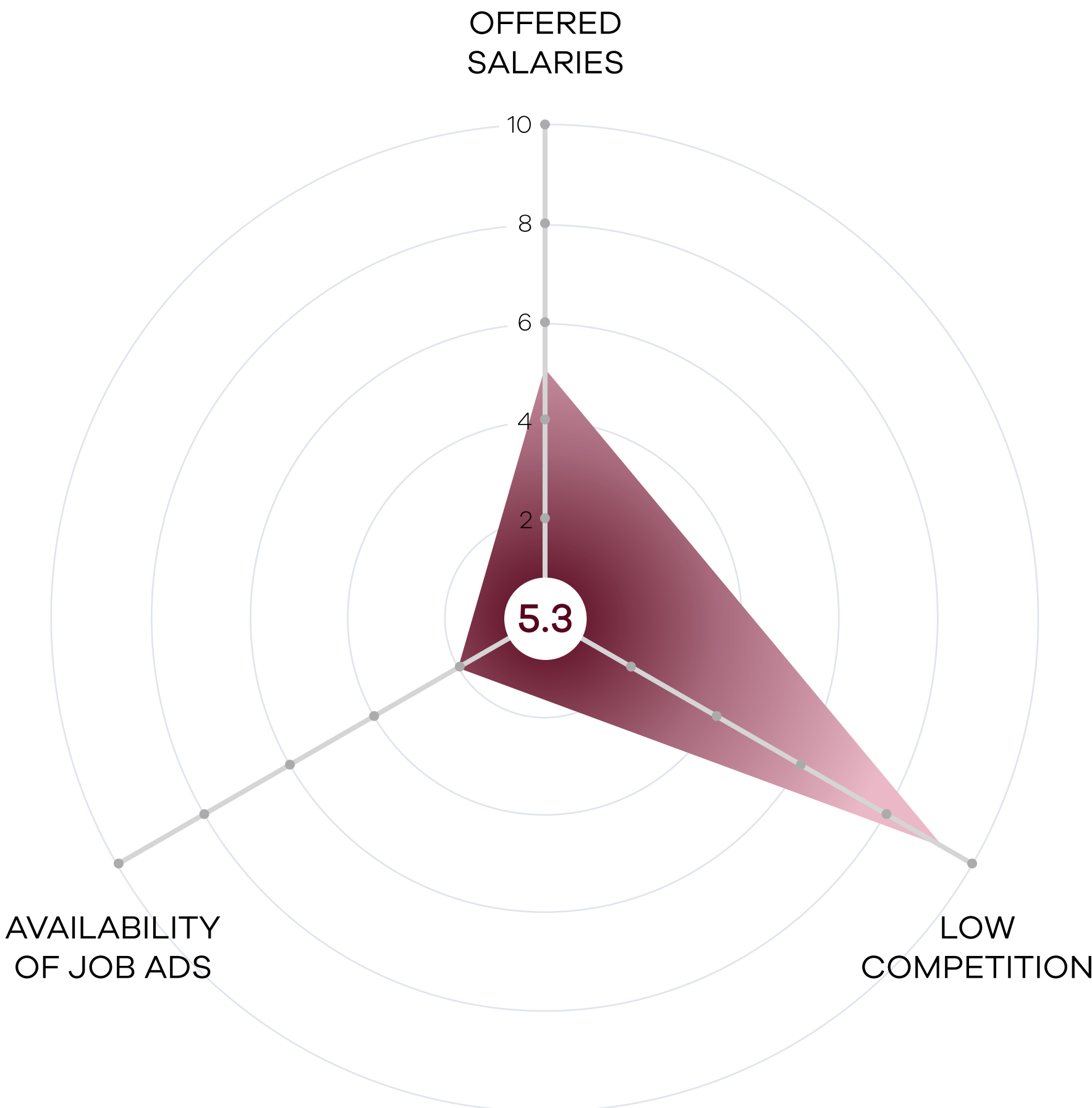
Linux **24%**

Windows **15%**

PowerShell **14%**

Python **13%**

Active Directory **13%**



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Product Management

Share of category in the total IT job market **1.9%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	—*	—*	24
Mid	18,480 - 23,520	16,000 - 21,000	35
Senior	21,840 - 27,000	20,240 - 26,000	31

Top must-have skills in this category:

Jira

19%

Confluence

15%

SaaS

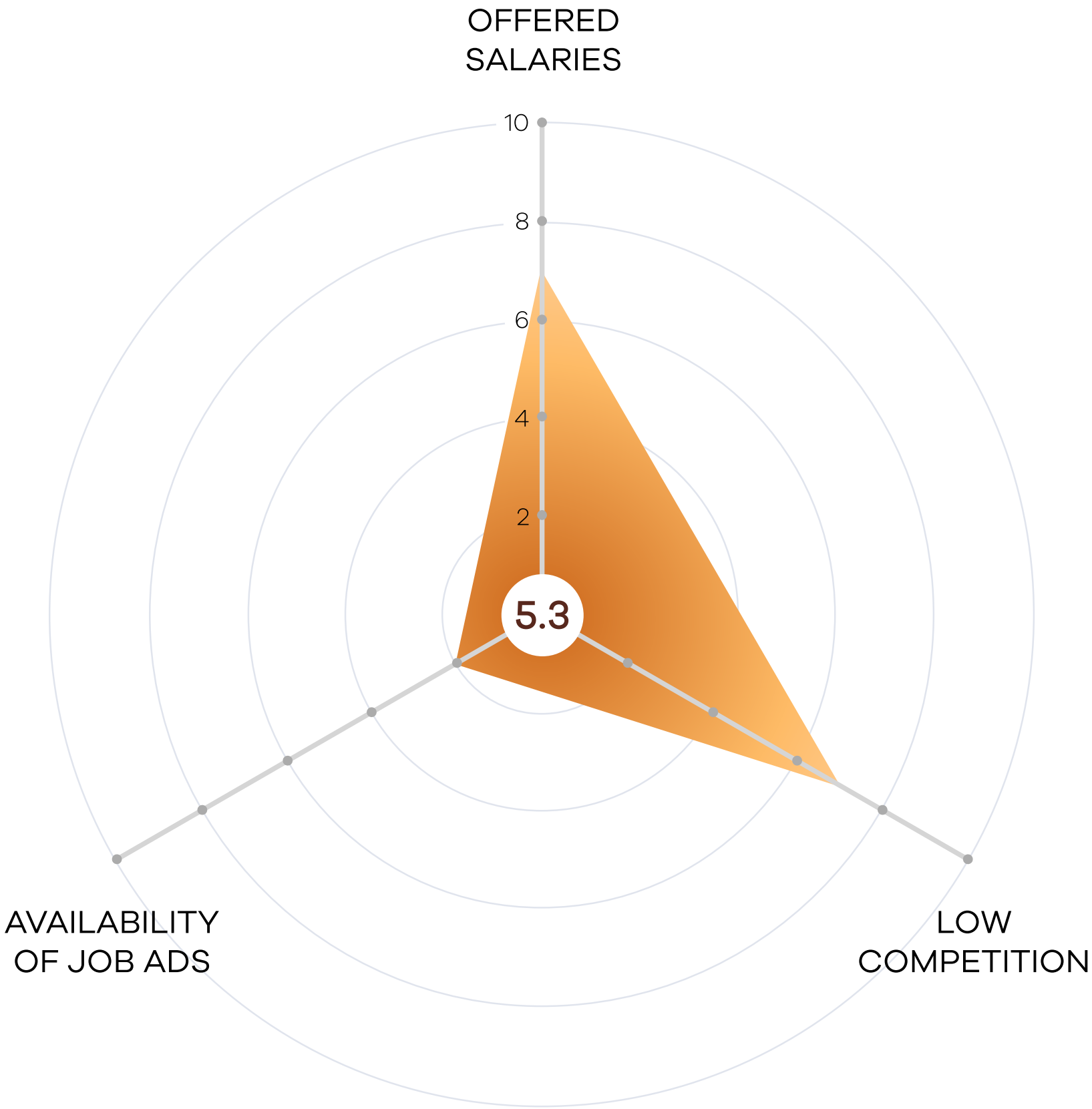
8%

Agile

8%

API

8%



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Category partner:



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The best PMs set the direction

What competencies are worth developing today to build a long-term career in Product Management and have a real influence on product direction, business decisions, and organizational outcomes?

In product work, over time you start to notice a certain pattern: **the best product managers don't just deliver tasks – they help set the direction for the work.** That's exactly why they have real influence – on the product, on business decisions, and ultimately on results. The key takeaway? This role isn't just about building things, but about **influencing better decisions.** Here are a few competencies that, combined with experience, will help you find your footing in this space.

Learn your domain fast and deeply. It's not enough to know the product – you also need to understand how the business works. Only then will you be able to spot real problems, challenge assumptions, and make decisions that actually move things forward. With that knowledge, you can set the direction for the work – without it, you'll only be reacting.

Influence decisions, and understand how they're made. You don't have direct control over outcomes, but you do have influence over decisions and the people who make them. Progress usually comes from alignment, not from positional authority – especially when priorities conflict. People don't always act logically: biases, motivations, and relationships between them shape their behavior. The better you understand this, the easier it will be to make decisions and navigate a complex organization.

TESCO Technology

Andrii Ryfiak
Lead Product Manager, Tesco Technology



Make communication your advantage. It's not so much about the form of a presentation as about delivering the message effectively: tailoring it to the audience, building a clear narrative, and being willing to question your own thinking. The goal is always the same – moving the discussion forward.

If you consistently develop these skills, you'll notice a shift: completing a task stops being the goal in itself, and influence becomes the real measure of success.

Share of category in the total IT job market **1.7%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	—*	—*	48
Mid	13,440 - 17,850	10,000 - 12,000	51
Senior	16,800 - 20,160	14,800 - 20,000	32

Top must-have skills in this category:

Figma **57%**

UX **36%**

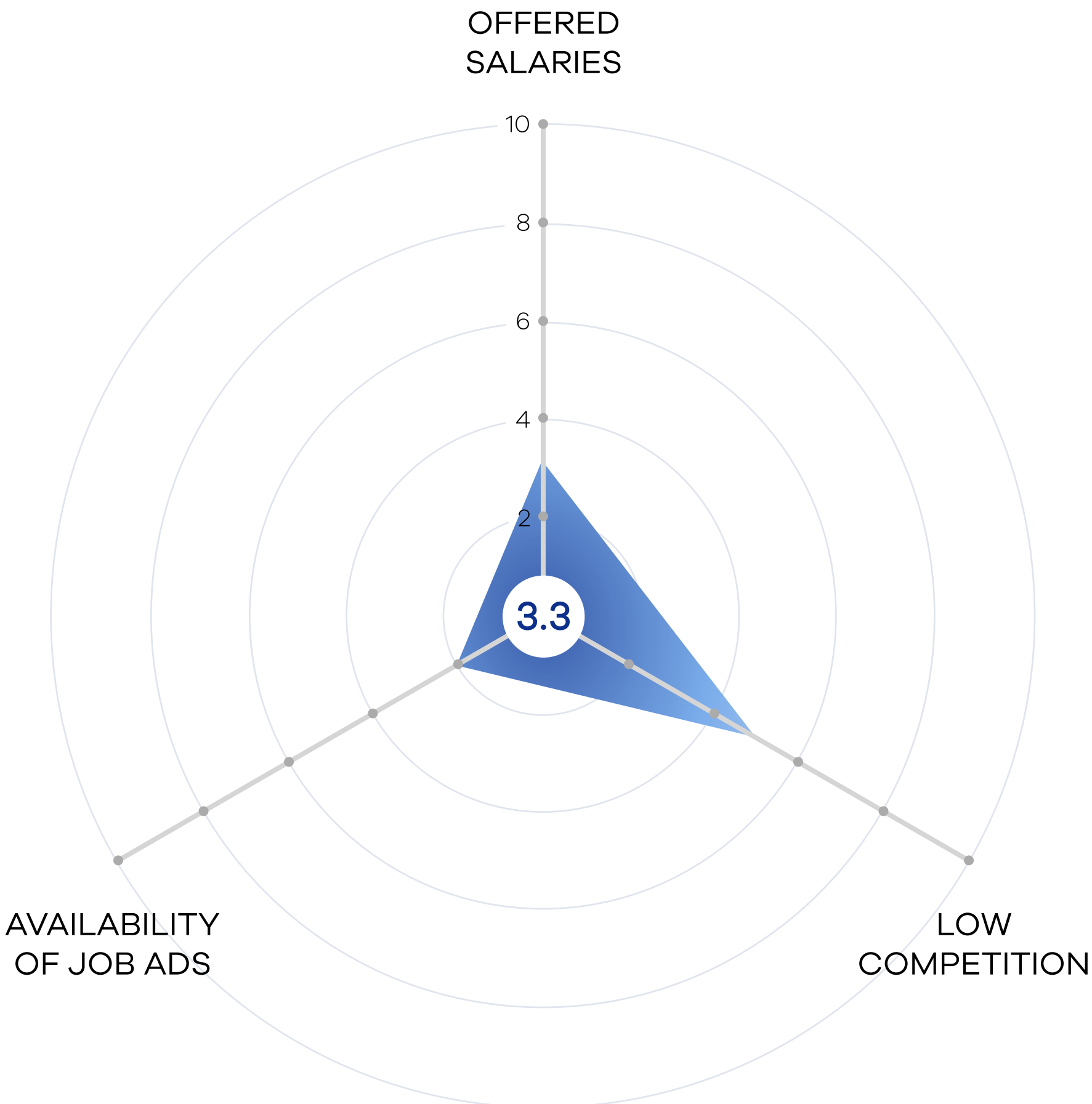
UI **27%**

Jira **14%**

Confluence **12%**

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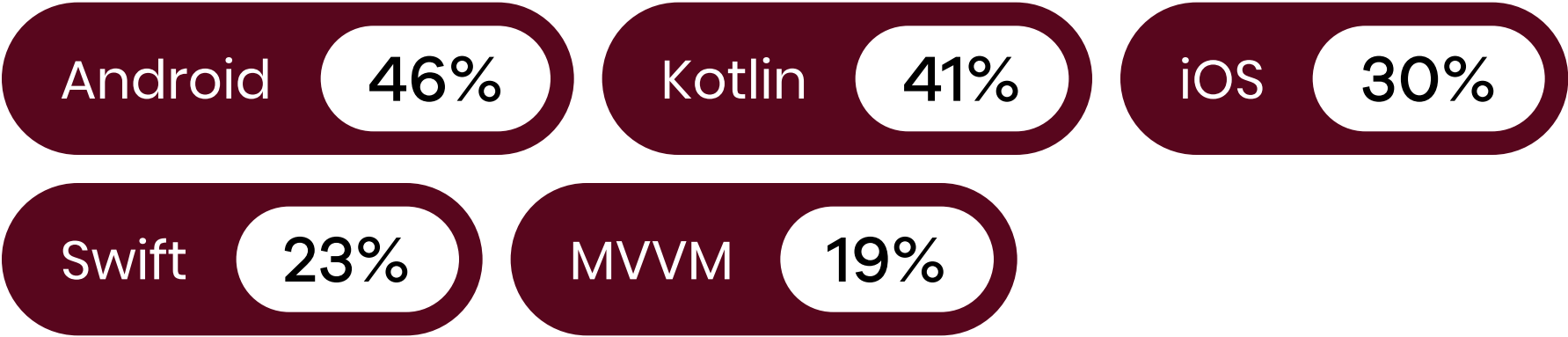


Share of category in the total IT job market 1.7%

Salaries offered and average number of applications per job ad:

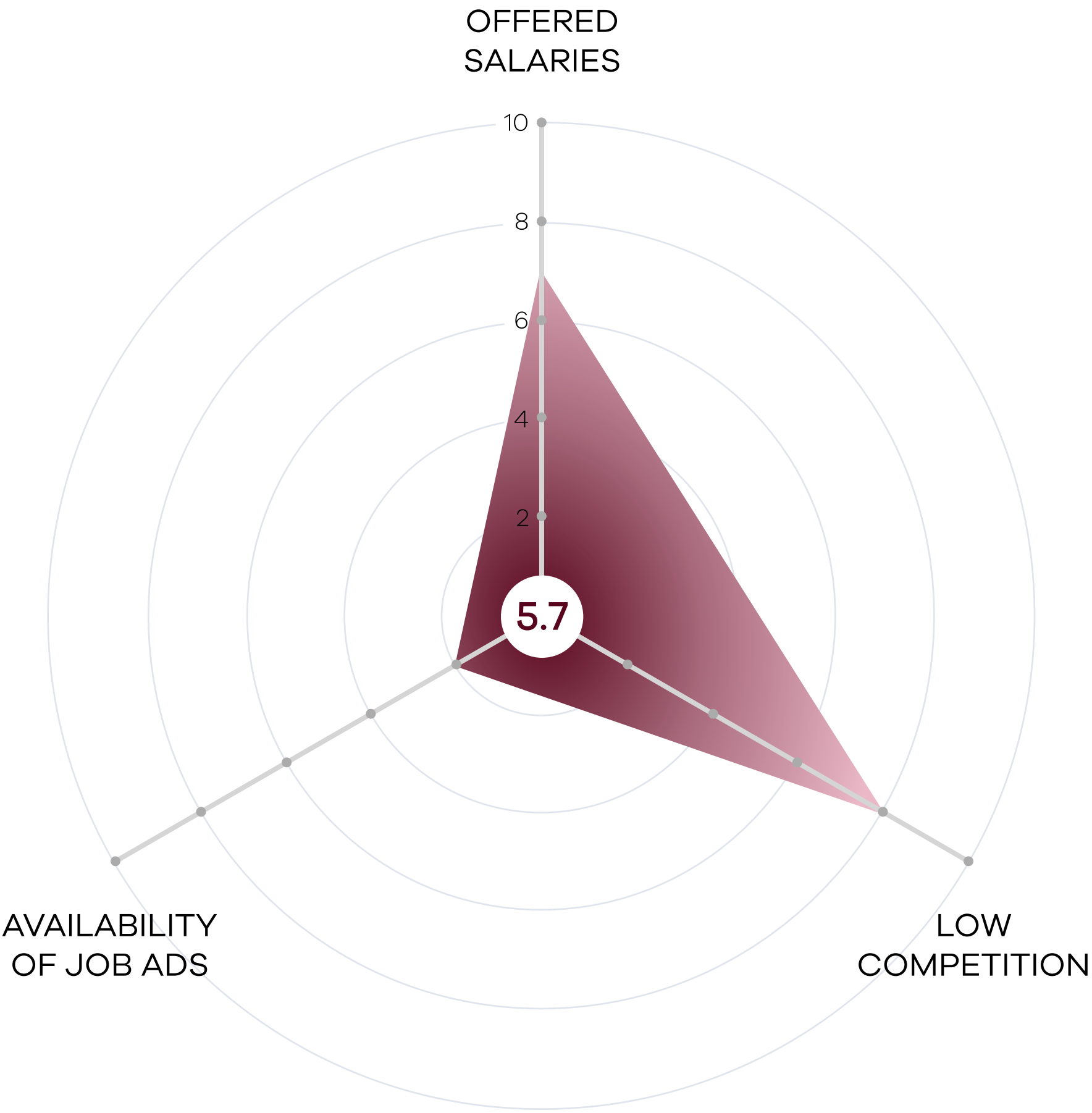
	B2B	CoE	CV
Junior	—*	—*	28
Mid	16,800 - 21,840	13,600 - 20,000	20
Senior	20,500 - 26,880	20,000 - 26,800	19

Top must-have skills in this category:



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Share of category in the total IT job market **1.2%**

Oferowane wynagrodzenia i średnie liczby aplikacji na pojedynczą ofertę pracy:

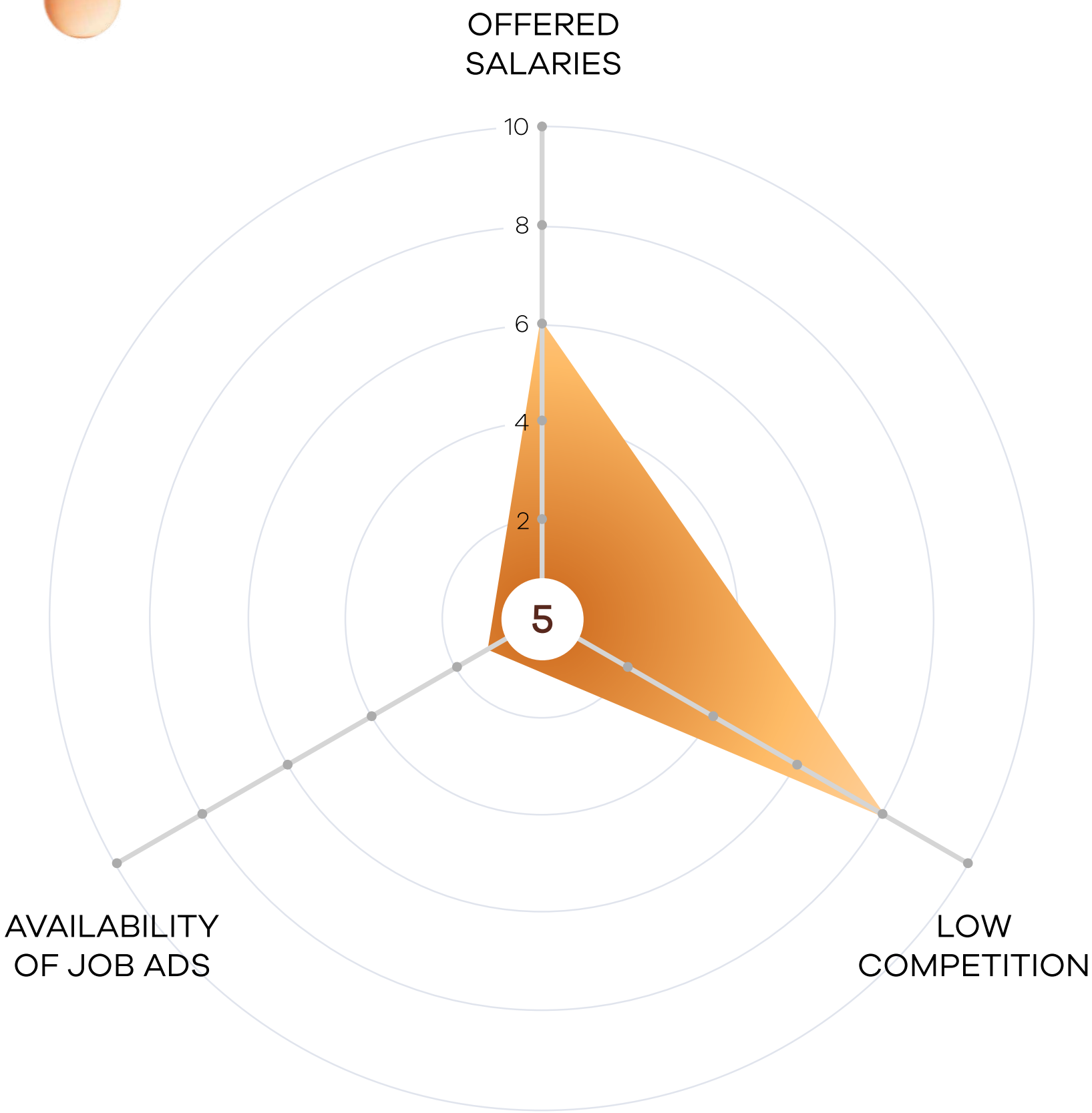
	B2B	CoE	CV
Junior	—*	—*	15
Mid	18,480 - 23,520	14,000 - 17,500	26
Senior	20,160 - 25,200	17,000 - 21,000	16

Top must-have skills in this category:

C++ **61%** C **48%** Linux **33%** Git **17%**
Python **17%**

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Category
partner:



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A niche for enthusiasts, or a stable career path?

Is Embedded today more of a field for enthusiasts of a specific technology, or a genuinely good and stable career path for people looking for long-term growth in IT? Why?

Embedded has long been associated with the domain of electronics and low-level systems enthusiasts, but today it's hard to talk about it exclusively in that context. **It's still a stable career path, but one increasingly tied to cybersecurity, AI, and modern manufacturing processes.**

Classic firmware and bare-metal solutions no longer function in isolation from other IT areas. Cybersecurity is gaining major importance – regulations like CRA, UNECE R155, or FDA are increasing demand for skills in secure coding, threat modeling, and secure OTA updates.

At the same time, **Edge AI** is developing, combining embedded systems with machine learning – including areas like TinyML, model optimization, and the use of hardware accelerators. DevSecOps is also gaining significance, with automation, CI/CD, compliance, and traceability becoming the standard, especially in regulated industries.



Monika Jaworowska

Senior Embedded Competency Center Director, Sii



Embedded today is part of the broader ecosystem of software-defined products. At the same time, it still stands out for its relatively **high barrier to entry**, a smaller number of postings than in web, cloud, or AI, and the strong influence of sector-specific regulations.

This is a very good and stable path for growth – no longer just for hardware enthusiasts, but also for engineers who want to develop at the intersection of software, cybersecurity, and AI. At Sii, we see this in practice – we work on projects where these areas intersect every day.

Agile/Scrum Master



Share of category in the total IT job market **0.7%**

Salaries offered and average number of applications per job ad:

	B2B	CoE	CV
Junior	—*	—*	30
Mid	18,740 - 23,940	9,800 - 15,000	29
Senior	20,000 - 25,500	21,646 - 27,000	43

Top must-have skills in this category:

Jira

57%

Confluence

52%

SAFe

40%

Kanban

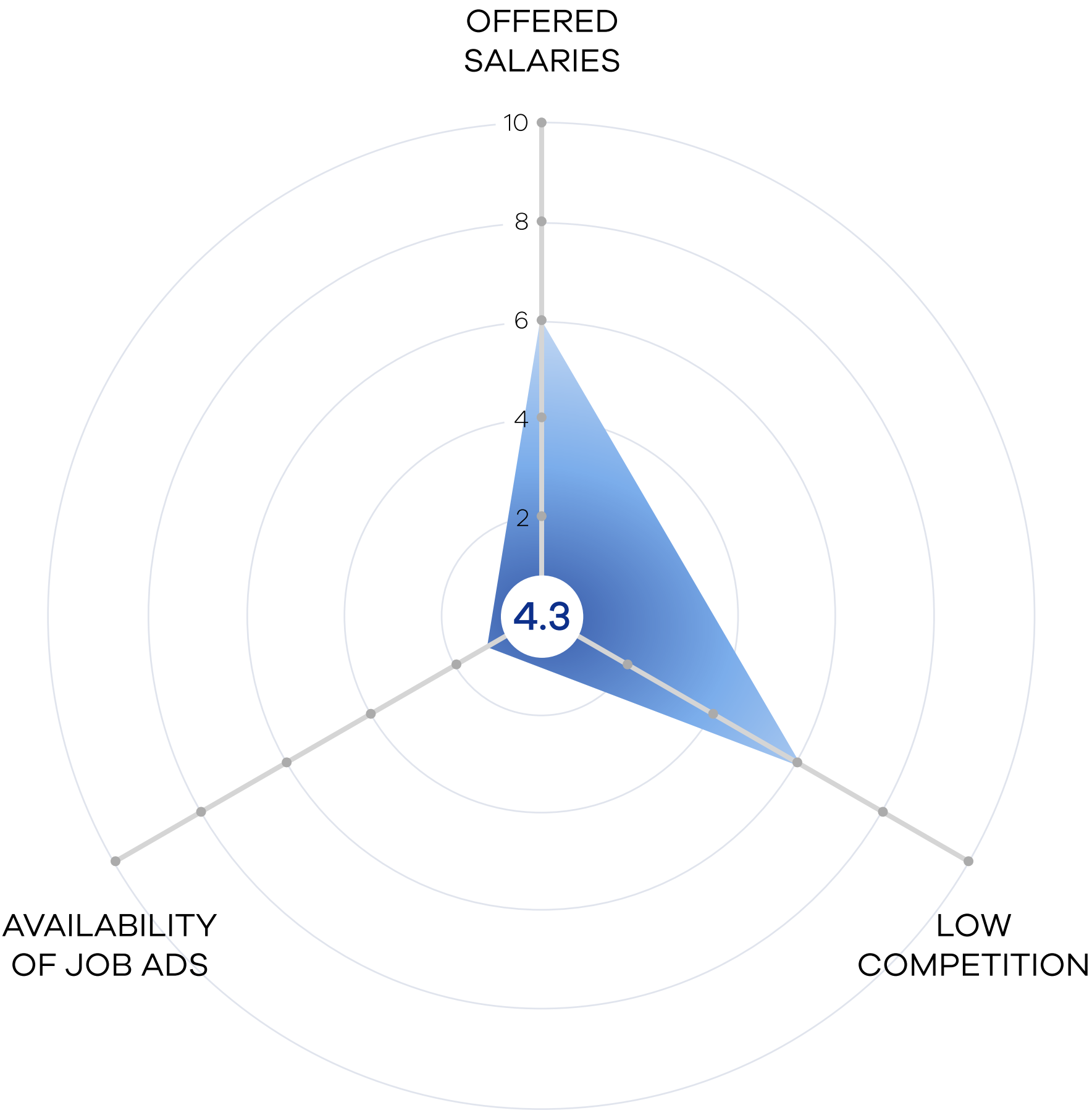
38%

Scrum

30%

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