EUROPEAN TRANSPARENT IT JOB MARKET REPORT

2024

What can you learn from this report?

02

Salaries in the Tech Industry in Europe

The current state of remote work in the EU

The impact of the AI tech on the workplace

Recruitment: the good, the bad and the ugly

Why and when do we actually change jobs?

Future perspectives for the European job market

Who are we?

Transparent IT job boards. Built by engineers, for engineers.

Our goal is to bring transparency, openness, and diversity to the European IT job market for everyone in the industry — from Developers to Engineers, SAP and System Admins, Product Managers, QAs, and UX/UI Designers.

- SwissDevJobs.ch
- GermanTechJobs.de
- DevITjobs.uk
- DevJob.ro
- DevITjobs.nl
- RecruIT

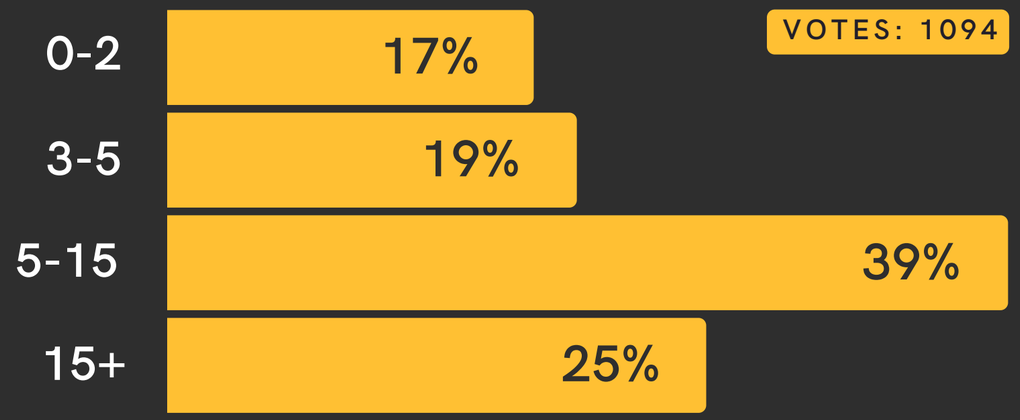
Methodology and goals of the report

We have analysed data from more than 18’000 of job offers on our platform and surveyed IT specialists on our social media channels with over 68’000 active followers.

We reached out to our community to explore the evolving landscape of remote and hybrid work, the impact of AI in the workplace, trends in job transitions, recruitment, and the European IT job market in general. Additionally, we took a deep dive into data derived from our job boards, revealing some interesting insights about the salaries offered across various roles and positions.
The survey part of the study was conducted using the CAWI methodology.

The purpose of this report is to provide companies, recruiters, and candidates with a better understanding of the reality of the IT job market in Europe.

How many years have you already been working in the tech industry?



Key insights

1. 93% of employees can work remotely at least one day a week.
2. 45% of respondents have the option to work fully remote (5 days a week).
3. Flexibility of place and no commute among the main reasons why people choose remote work.
4. Remote work leads to a sense of disconnection from co-workers in almost half of employees.
5. The majority of employees do not feel threatened by the possibility of AI taking over their jobs.
6. Almost 70% of those who relocated for a job are happy with their decision.
7. When it comes to new job opportunities, salary and the option to work remotely take the spotlight.
8. Switzerland continues to hold the top spot as the highest-paying country in Europe for IT professionals.
9. Most respondents agree that the ideal hiring process consists of only 2 interview stages.

06

Remote Work

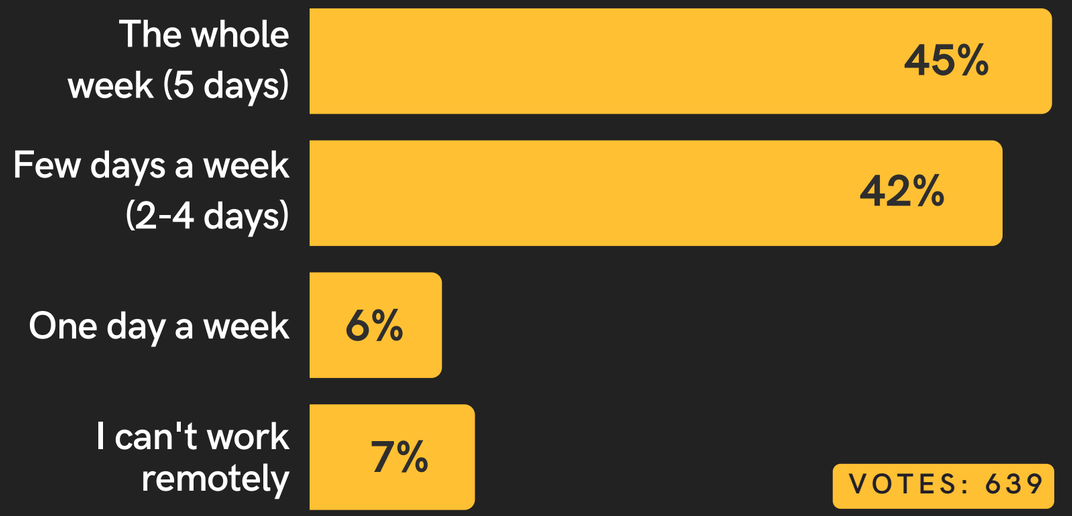
Are we all moving to “hybrid”?

A lot has changed in the last three years, from widespread remote work in 2021 to a return to offices in 2023/24.

93%

stated they can work remotely for at least one day a week

How many days a week can you work remotely at your current job?



While most respondents have the flexibility to work from home at least one day a week, only 45% enjoy fully remote arrangements. This reflects a broader trend across the job market, where companies are increasingly adopting hybrid work models, suggesting a gradual return to in-office work.

Preferences

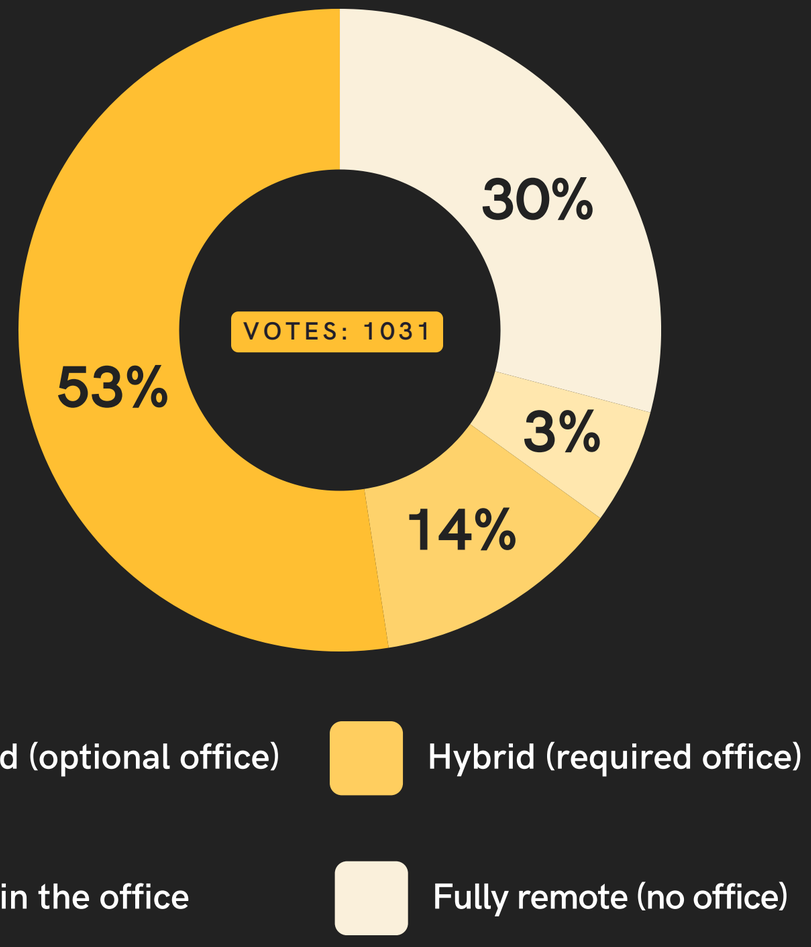
It’s not surprising that people prefer having the choice and flexibility to visit the company’s office, rather than being required to do so.

In fact, over 80% of respondents favour optional hybrid or fully remote setups, while only 3% want to be in the office full-time. Adaptability is crucial! Many believe the hybrid model is here to stay, with a return to pre-pandemic norms seeming unlikely.

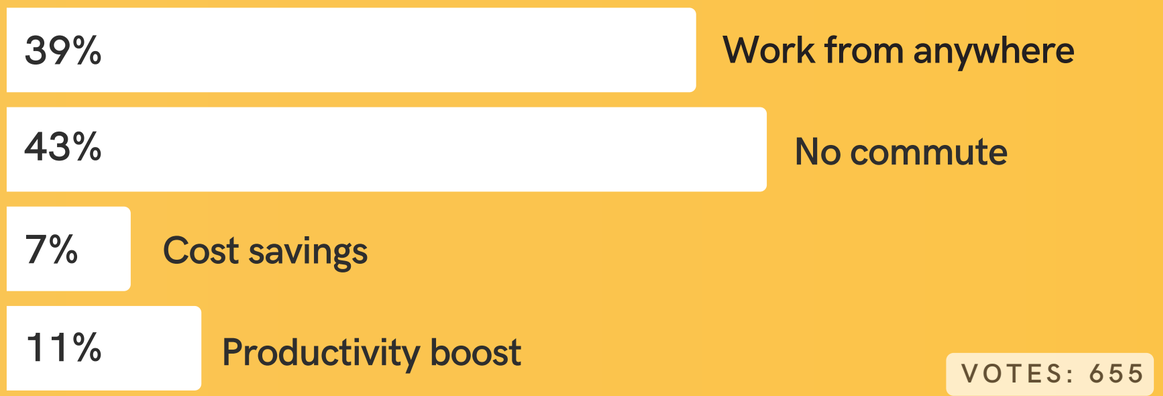
Most important takeaway for hiring managers:

It’s not surprising that tech employees prefer either fully remote work or a hybrid model where they can, but don’t have to, come to the office. That’s how companies can attract more candidates.

Which of the following work models do you prefer?

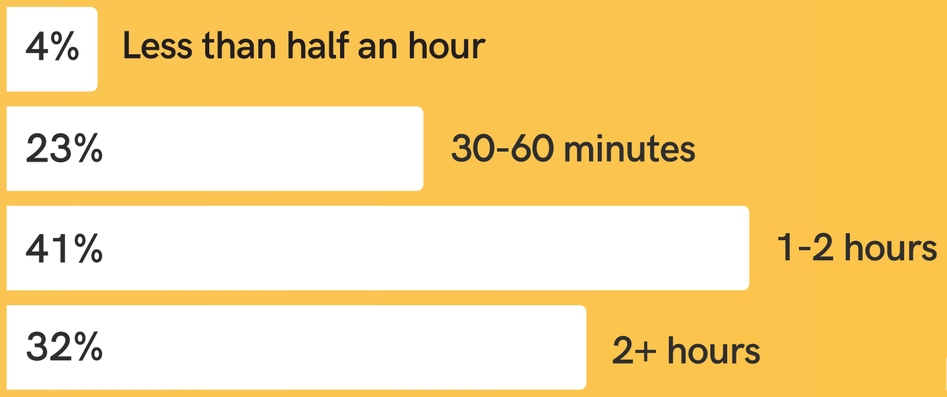


What do you enjoy the most about remote working?



VOTES: 655

How much time are you saving each day by NOT having to commute to work?



VOTES: 607

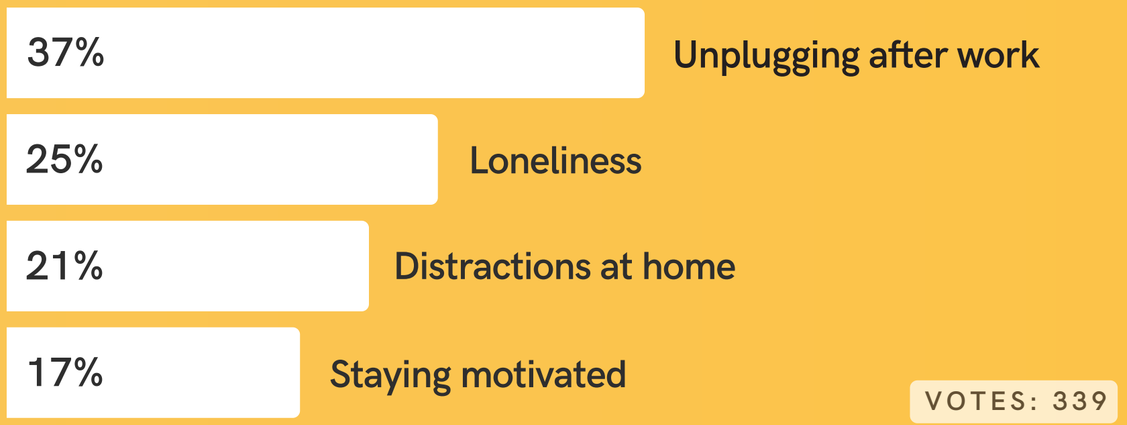
Benefits of working remotely

The biggest advantage of remote work? The freedom to work from anywhere. But let's be real — eliminating the daily commute is a game-changer too. Over 70% of respondents save at least an hour a day, and almost a third avoid more than two hours of travel time!

Key takeaway:

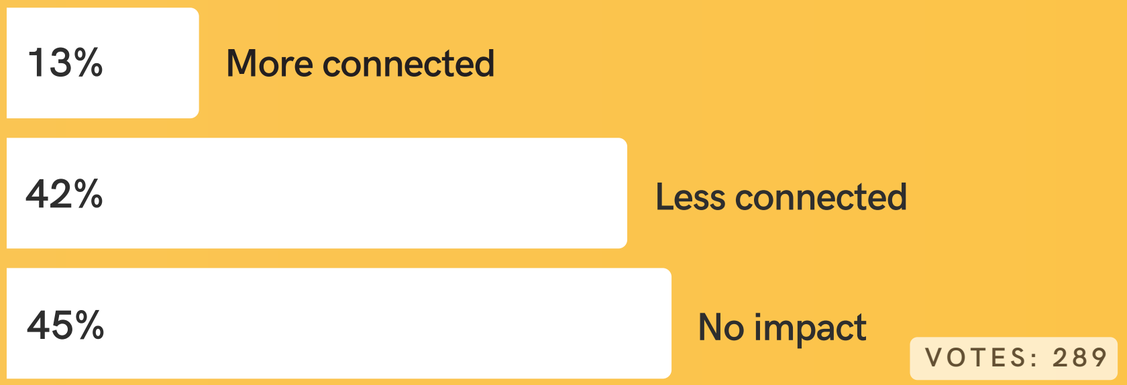
Employees' mindsets have shifted nowadays - flexibility of time and place of work matters more than ever.

What's your biggest struggle with working remotely?



VOTES: 339

After your shift to remote work, do you feel more or less connected to your co-workers?



VOTES: 289

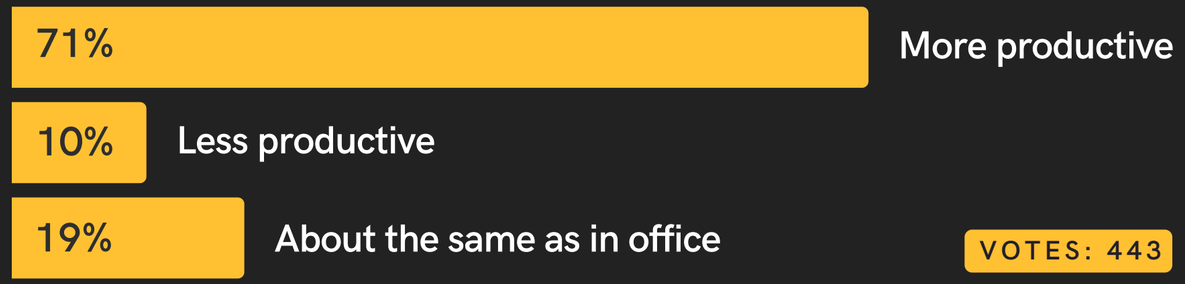
Struggles of working remotely

Remote work has significantly changed how people view and experience their work environments. This transition has notably affected employees' sense of connection with their co-workers. Companies need to address these challenges and actively engage in communication with their teams.

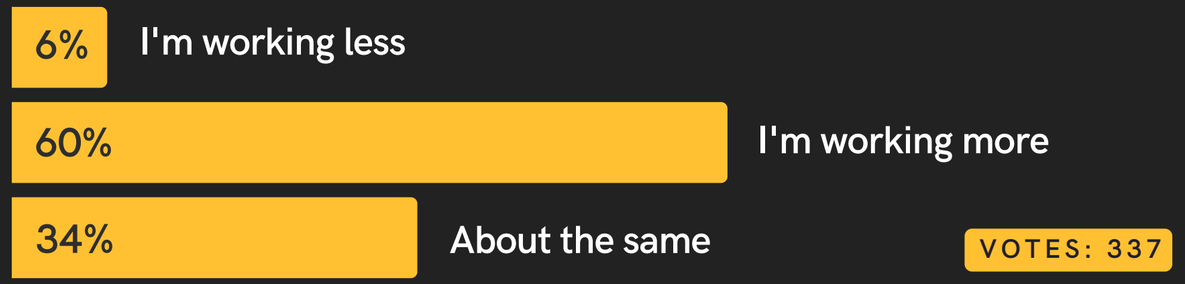
The main challenges faced by remote workers include difficulty unplugging after work, feelings of loneliness, and distractions at home. Interestingly, only 17% of respondents reported struggling with motivation.

Productivity and work performance

Do you feel that working from home makes you more productive or less productive?



Would you say you are working less or more since you started working remotely?



Contrary to common concerns among employers, it seems that IT specialists thrive in remote work environments.

Key takeaway:

Despite the transition to remote work, the majority of respondents reported being equally or even more productive compared to work in a traditional office setting.

The data suggests that IT specialists have successfully adapted to remote work, which was initially a concern for many. This adaptability is reflected in both productivity and work performance levels.

AI is here to stay

Ready to embrace the AI revolution and all the changes it’s bringing to the workplace?

With AI shaking up industries and transforming job roles, both companies and employees face new challenges — and plenty of fresh opportunities, too.

AI-based tools in the workplace

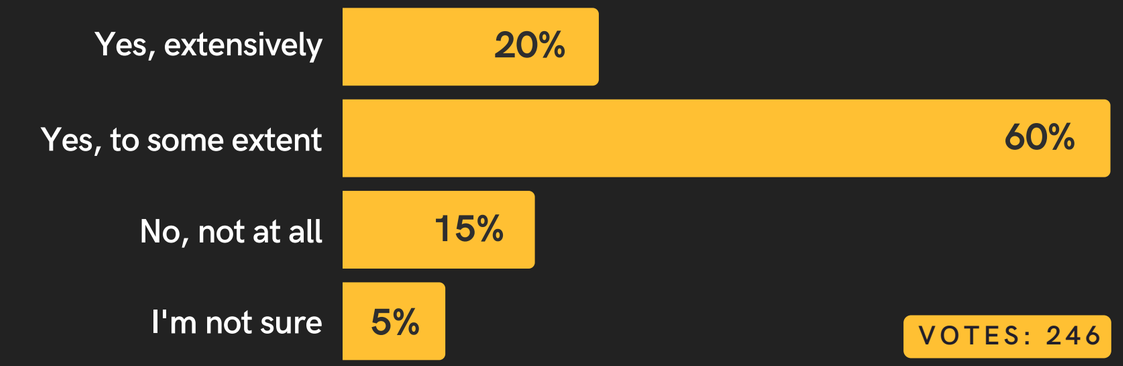
AI tools are becoming a regular part of the workplace in 2024. Many respondents report relying on these tools for daily tasks, finding them valuable. However, some remain hesitant or unsure about their adoption, indicating room for further integration and acceptance.

Most view AI-powered tools as either very or somewhat useful, highlighting their growing role in enhancing productivity and efficiency. However, a small percentage remains sceptical or does not yet use these tools.

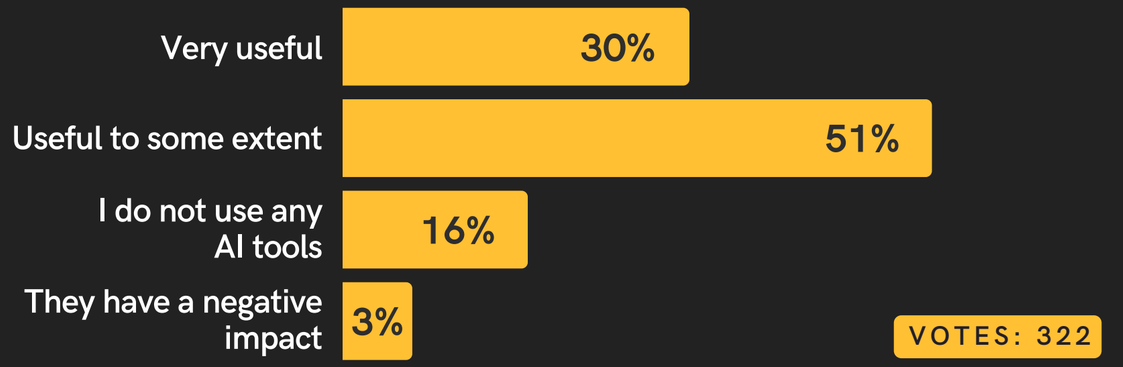
Key takeaway:

AI tools are becoming more common in the workplace, positively boosting daily productivity and showing potential for even wider adoption.

Are you using any AI-powered tools in your job?

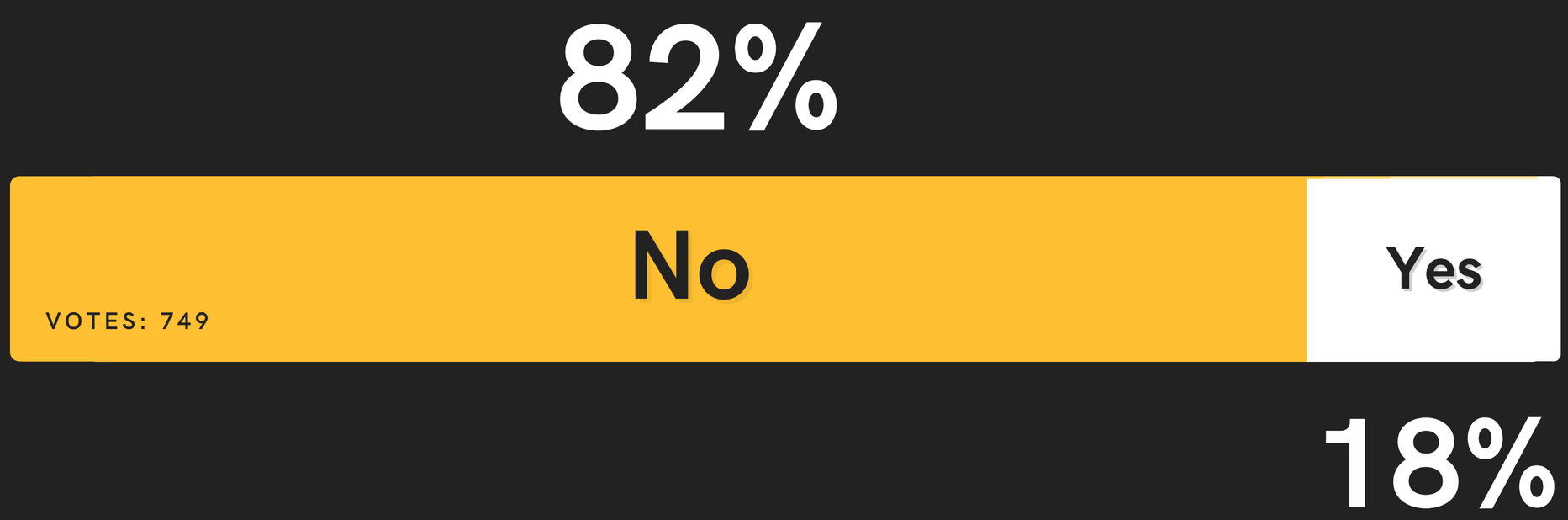


How useful are AI-based tools in your daily work?



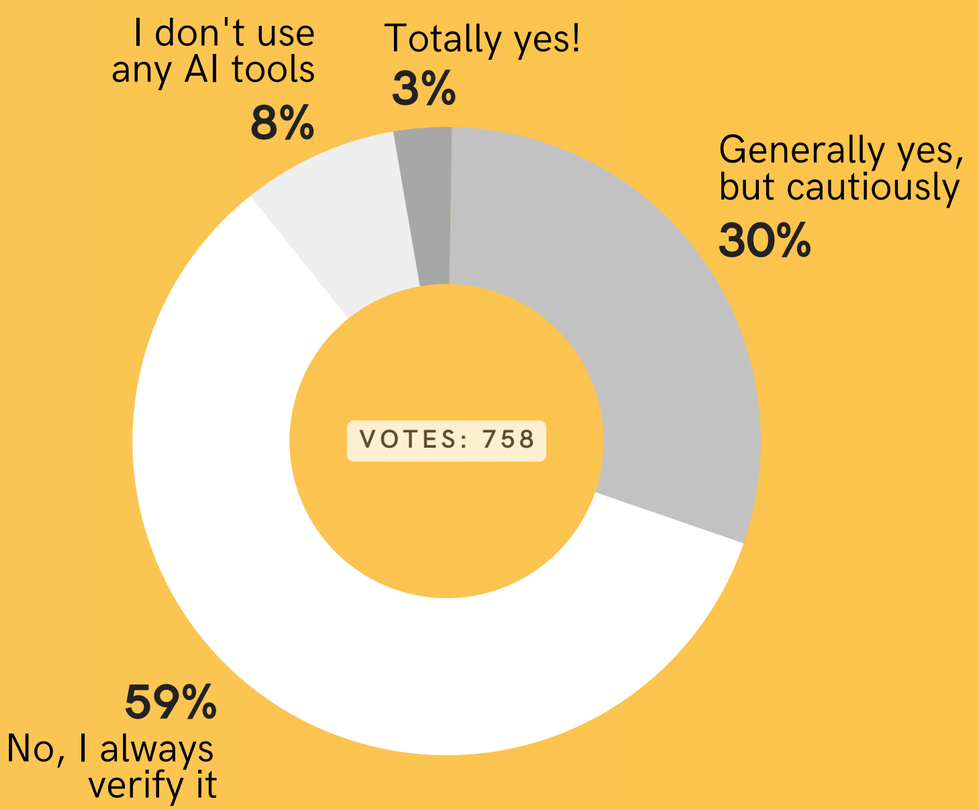
The majority of employees are confident that their jobs won't be replaced by AI in the near future!

Do you think AI will be able to take over your job in the next 5 years?



How useful is AI-generated code?

Do you trust the code generated by AI tools (such as ChatGPT, Copilot, etc.)?



Trust in AI-generated code remains reserved in 2024, with most respondents verifying the code before using it. While only a small fraction fully trusts AI tools like ChatGPT or Copilot, many approach them with caution. A significant portion still prefers to double-check results, indicating a careful attitude toward using AI in coding tasks. Despite increasing adoption, full reliance on AI-generated code is still uncommon.

Key takeaway:

Many respondents emphasize the importance of verifying AI-generated code, acknowledging that these tools aren’t fully reliable yet.

Check out our new brand for HR & Recruiters:

RecruIT
tech recruiting insights

RecruIT helps you understand the IT job market from the candidate perspective. With regular tips, interviews and insights on how to reach them.

Job Change

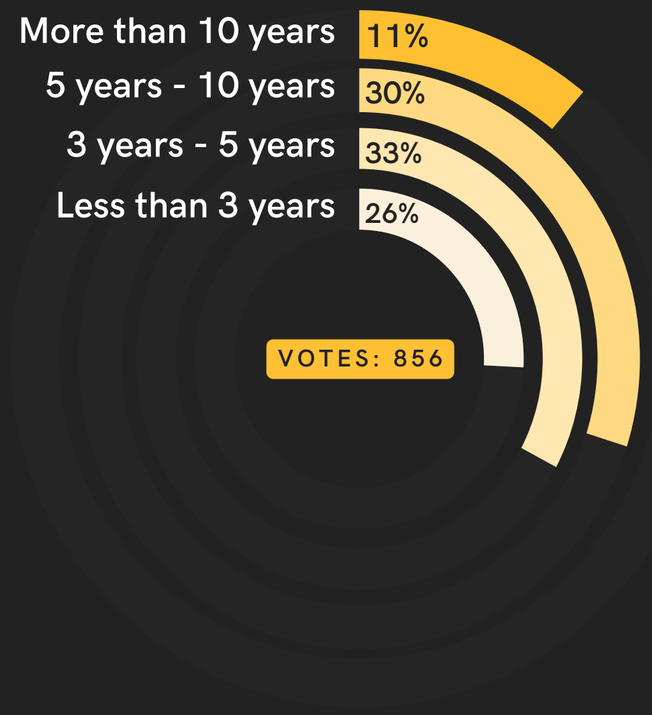
Recruitment process

Why do engineers switch jobs? Sometimes it's about finding new opportunities, other times it's just time to move on from their current role or company.

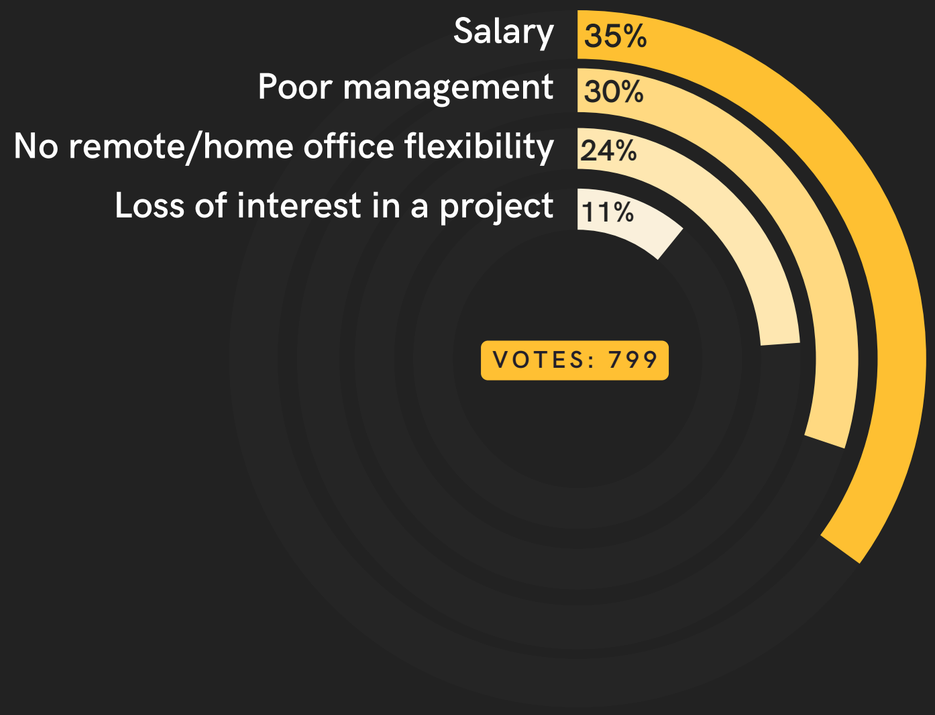
Why and when do we change jobs?

Most employees stay with their current company for at least 3 years, and almost half of them remain with the same employer for more than 5 years!
When someone does decide to leave their current position, it’s often due to dissatisfaction with salary or ineffective leadership.

What's the longest you've worked for one company?



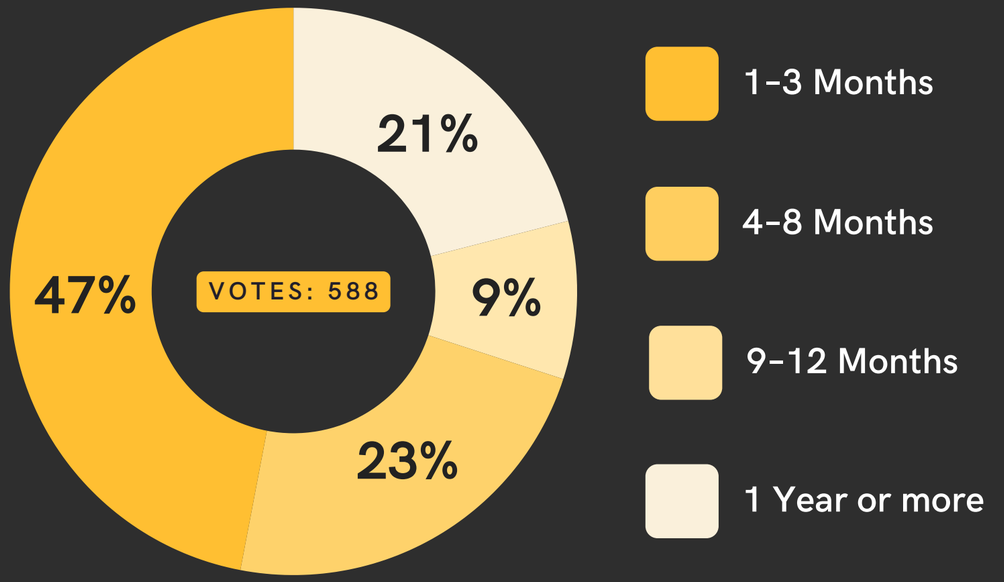
What’d be your main reason to consider a job change?



47%

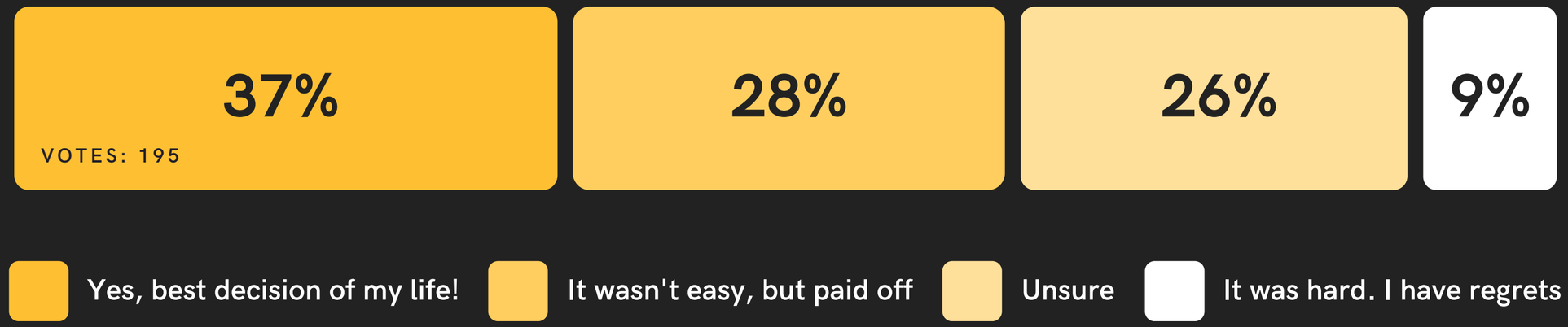
of the respondents had no trouble finding a new job within just 3 months after leaving their previous position!

What is the longest time you've been without a job?

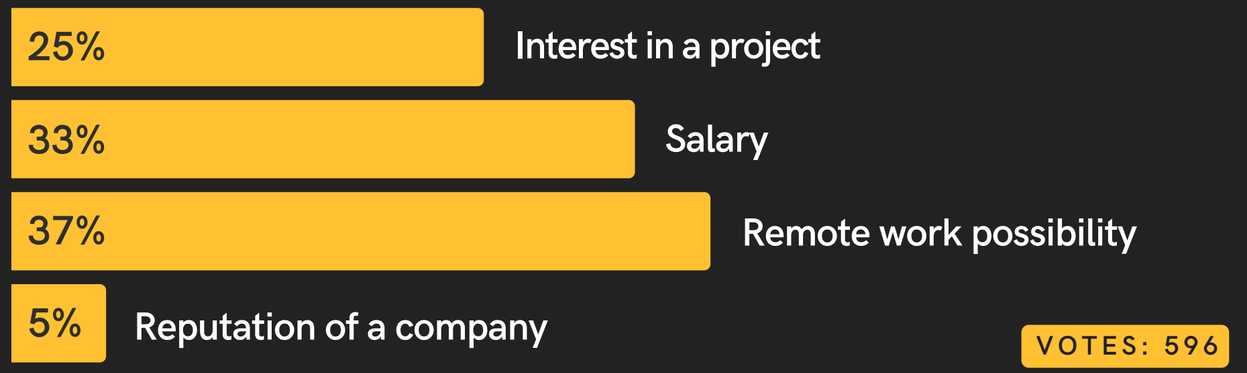


65% of those who decided to relocate for a job are happy with the decision they made!

If you relocated for a job, was it worth it? Are you happy that you made the decision? Would you do it again, considering what you know now?

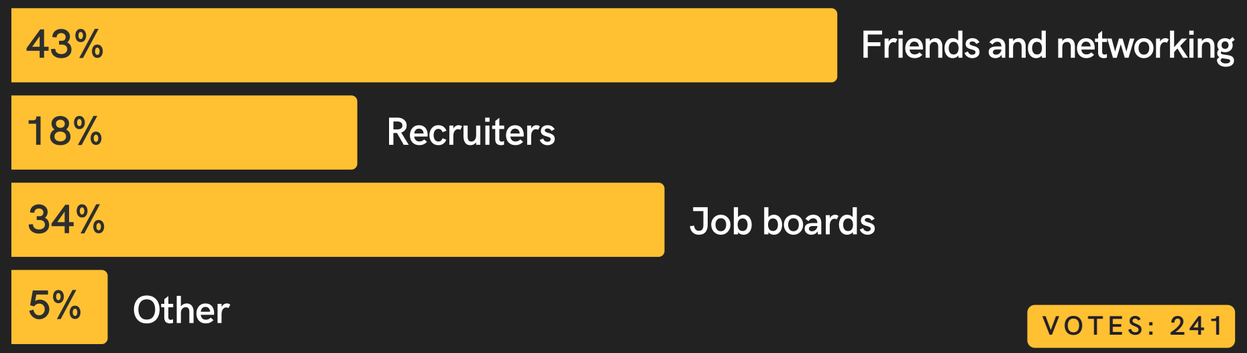


What is the most appealing to you, when looking for new job opportunities, and scrolling through offers?



VOTES: 596

What is your preferred way to find job offers as a software developer?



VOTES: 241

Looking for a new job

What may seem surprising is that interest in a project is not as important in terms of job appeal compared to other factors.

Key takeaway:
When evaluating new job opportunities, software developers prioritize salary and the option for remote work.

But where do we typically look for new job openings? Almost half of the respondents turn to friends and professional networks as their main source. This highlights the critical role of networking!

Other key resources in a successful job hunt include online job boards, especially those focusing on IT and tech roles.

To attract top tech talent, companies should ensure they have a strong online presence on such platforms.

Recruitment process

From a candidate's perspective, the current recruitment model can be frustrating and challenging for various reasons. To fix something that has been broken for years, companies need to pinpoint the root causes of the problem.

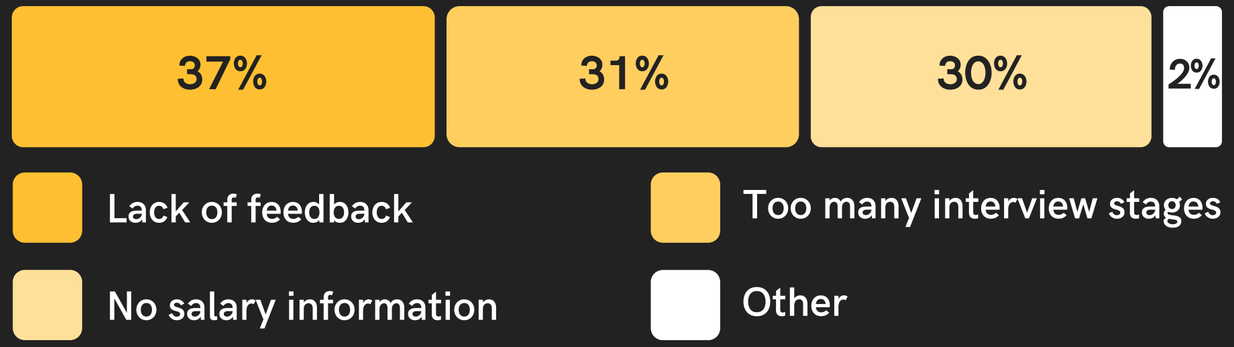
Important takeaway for hiring managers:

To attract top talents, it's essential to include salary ranges in your job advertisements! Skilled professionals value their time and are unlikely to consider offers that lack transparency.

If a candidate does not meet the company's expectations, it is crucial to inform them as soon as possible. Candidates should not be left waiting for weeks to receive feedback. Prolonging the interview process can waste both the company's resources and the candidate's time.

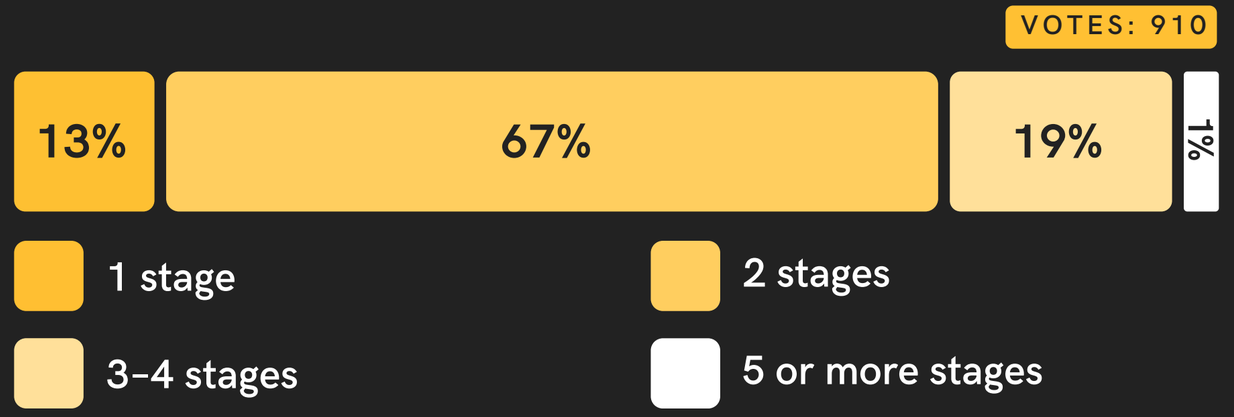
What aspect of the recruitment process is the most annoying and demotivating for you?

VOTES: 415



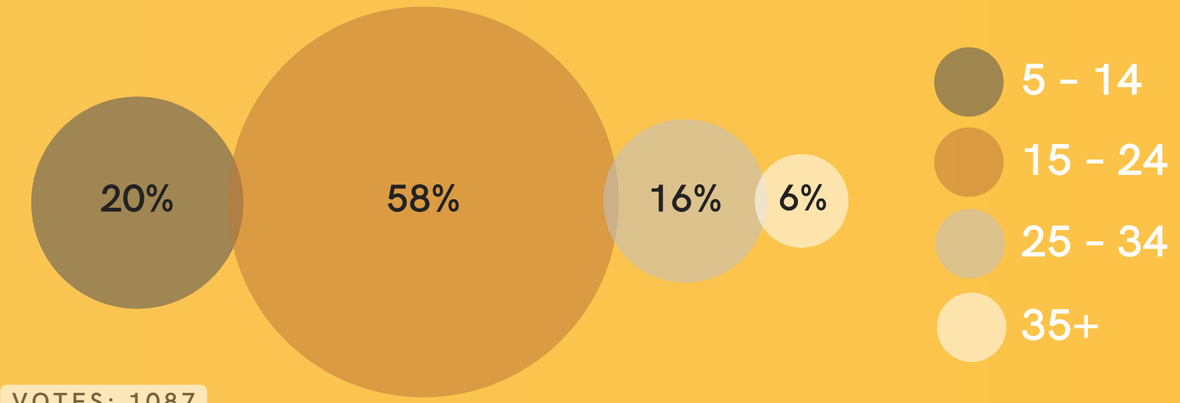
How many stages should an interview process have?

VOTES: 910



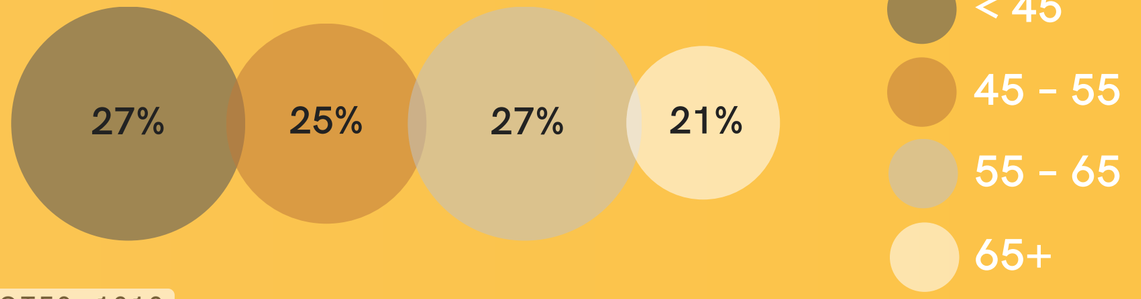
When do we enter and leave the stage?

How old were you when you started your coding journey?



VOTES: 1087

At what age would you like to retire?



VOTES: 1212

A surprising number of developers started their coding journey before they turned 14 — there is no shortage of young geniuses in Europe! At the same time, the data shows that it is perfectly fine to master coding during university studies or even afterward. Rest assured, it is never too late to learn something new: a small group of developers discovered their passion for coding after turning 35!

All good things must come to an end. While many of us enjoy our time in front of a computer, as retirement approaches, most individuals prefer to step back before reaching 65. Only 21% want to work longer. The ideal retirement age seems to be between 45 and 65, although a significant number of people (27%) aim to aim to hang up their keyboards even earlier.

Salary Statistics

A detailed breakdown of Software Engineering / IT salaries in Europe, categorized by various technologies, programming languages, and cities.

A guide to understanding the salary data

LOW 10%
10% of the developers earn less than this value

The salary statistics are based on over 18’000 job listings from all our job boards across different countries, each containing salary ranges directly supplied by the hiring companies.
The numbers represent gross annual salaries for all countries, except Romania, where they reflect monthly net salaries, and exclude additional stock options or bonuses.

TOP 10%
10% of the developers earn more than this value

Exchange Rates

1 GBP = 1.21 EUR
1 RON = 0.20 EUR
Dec 2024
1 CHF = 1.08 EUR
1 PLN = 0.23 EUR

25%

75%

10%

50%
MEDIAN

90%

LOW 25%
25% of the developers earn less than this value

TOP 75%
25% of the developers earn more than this value

Earnings in the IT industry in Switzerland

The average gross annual salary for an IT position in Switzerland is 106’000 CHF, with a median of 105’000 CHF.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 105’000 CHF and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

The top 25% of highest-earning Software Developers make over 117’500 CHF annually, while the top 10% exceed 130,000 CHF. Conversely, 25% of the lowest earners make less than 95,000 CHF, and 10% earn below 82,500 CHF.

Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: SwissDevJobs.ch/salaries

The average IT industry salary in 2024 : 106’000 CHF/yr

82’500 CHF | 95’000 CHF | 105’000 CHF | 117’500 CHF | 130’000 CHF

Income for IT positions based on Experience Level

Understanding salary expectations and benchmarks across experience levels is essential for attracting and retaining top talents. While the average salary gives a general overview, the median salary provides a more accurate reflection of what most developers earn in specific categories. This emphasizes the importance of offering competitive compensation, particularly for IT and tech professionals, who tend to have higher salary expectations.

Important takeaway for hiring managers:

To attract and retain top talent, aligning salaries with both average and median figures for each experience level is essential. Junior specialists focus on growth opportunities, while Senior ones expect more competitive compensation.

The average salary for a **Junior** tech position is **79’900 CHF** /yr

40’000 CHF | 72’500 CHF | 82’500 CHF | 92’500 CHF | 97’500 CHF

The average salary for a **Regular** tech position is **98’400 CHF** /yr

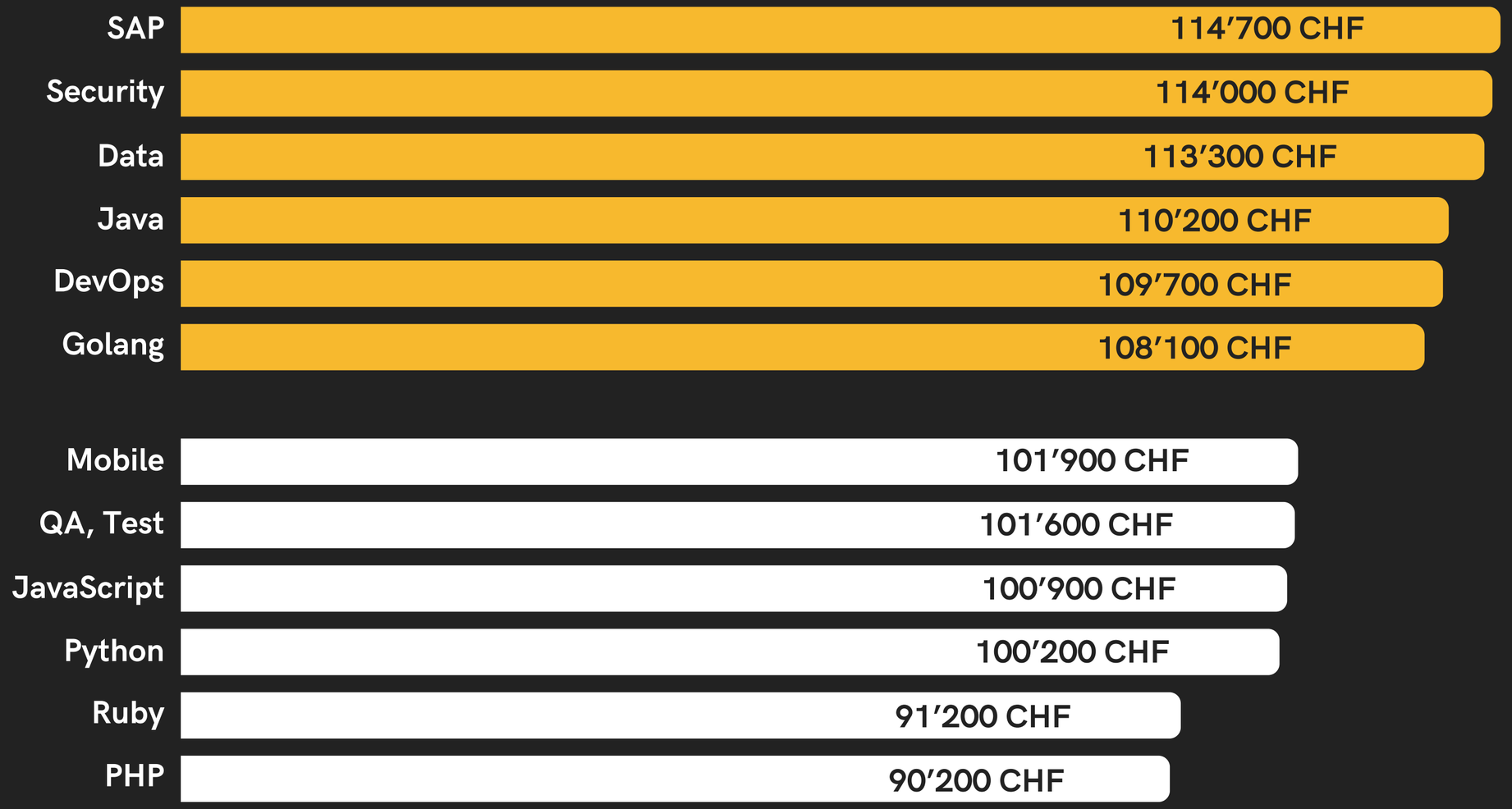
75’000 CHF | 90’000 CHF | 100’000 CHF | 110’000 CHF | 122’500 CHF

The average salary for a **Senior** tech position is **107’200 CHF** /yr

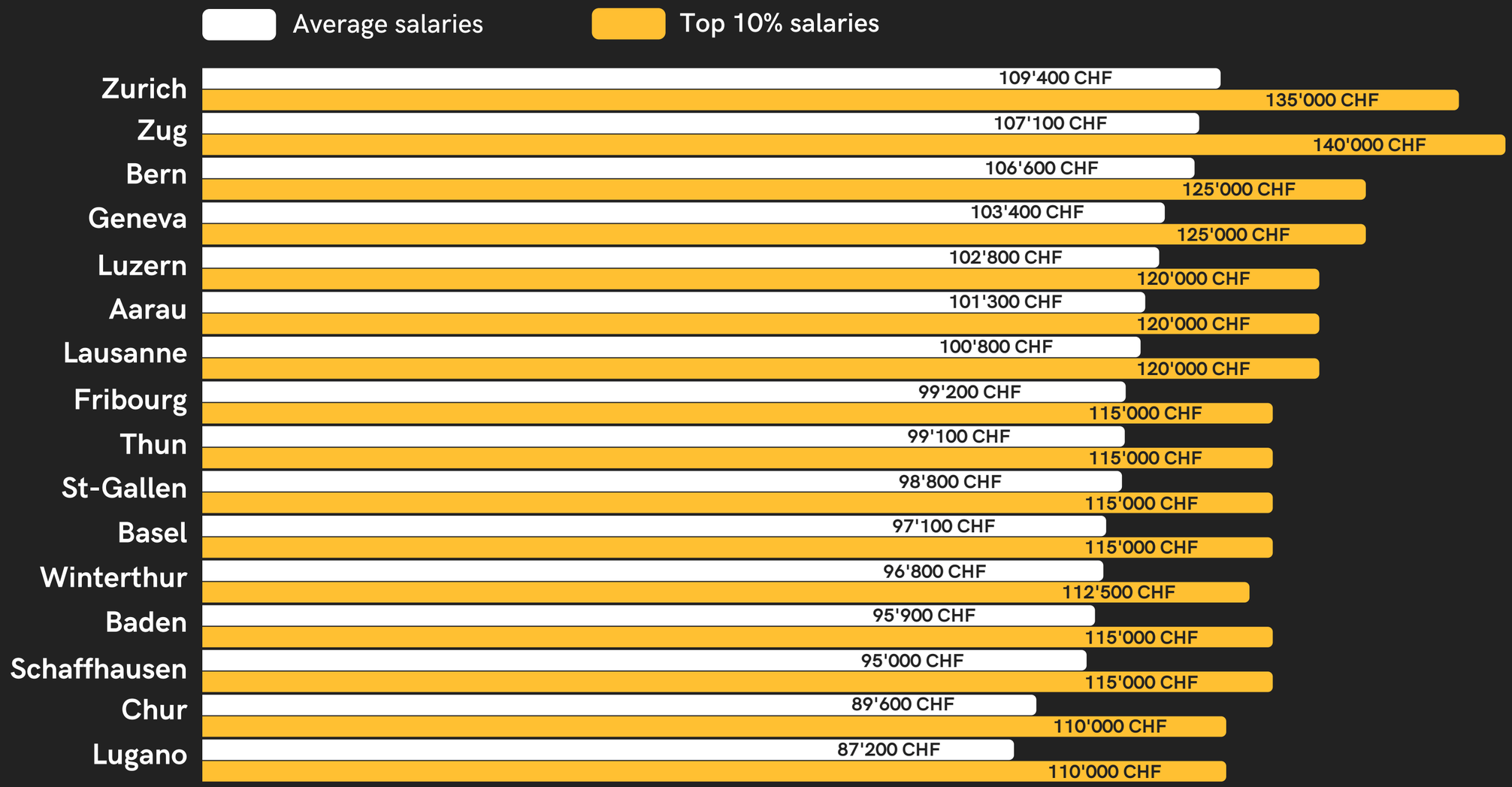
85’000 CHF | 95’000 CHF | 117’500 CHF | 120’000 CHF | 130’000 CHF

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region



Key points of the salary data in Switzerland

- SAP, Security, Data, Java, DevOps and Golang among the highest-paying technologies.
- PHP and Ruby jobs typically offer lower compensation compared to other languages.
- Zurich, Zug, Bern, Geneva and Luzern stand out as the leading cities in terms of salaries.
- Lugano, Chur, Schaffhausen, and Baden are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in Germany

The average salary for a **Junior** tech position is **39’800 EUR** /yr

10’000 EUR | 25’000 EUR | 45’000 EUR | 52’500 EUR | 57’500 EUR

The average salary for a **Regular** tech position is **60’700 EUR** /yr

45’000 EUR | 52’000 EUR | 60’000 EUR | 67’500 EUR | 75’000 EUR

The average salary for a **Senior** tech position is **69’000 EUR** /yr

55’000 EUR | 62’500 EUR | 67’500 EUR | 75’000 EUR | 82’500 EUR

The average gross annual salary for an IT position in Germany is 63’000 EUR, with a median of 62’500 EUR.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 62’500 EUR and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

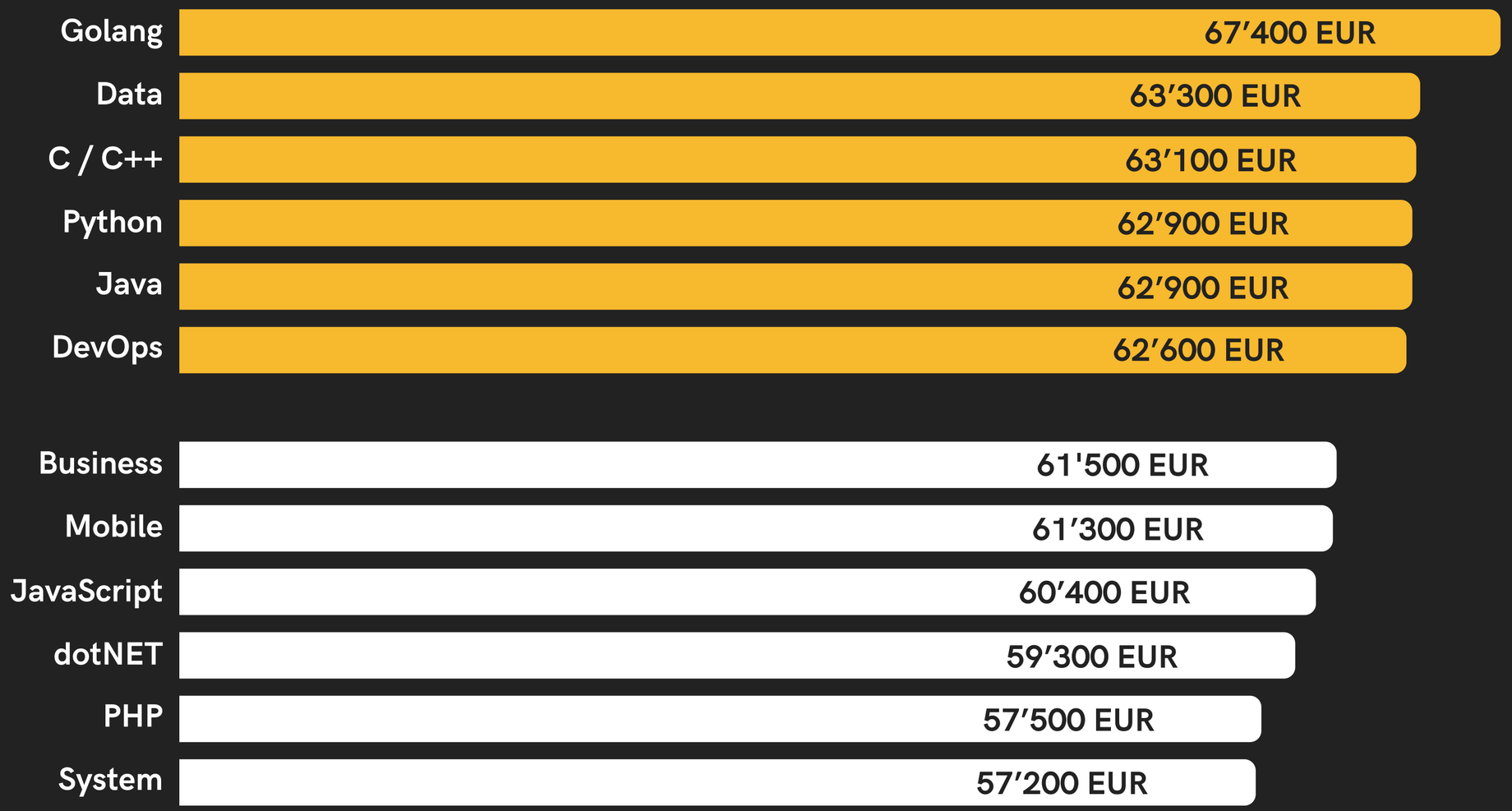
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **GermanTechJobs.de/salaries**

The average IT industry salary in **2024**: **63’000 EUR** /yr

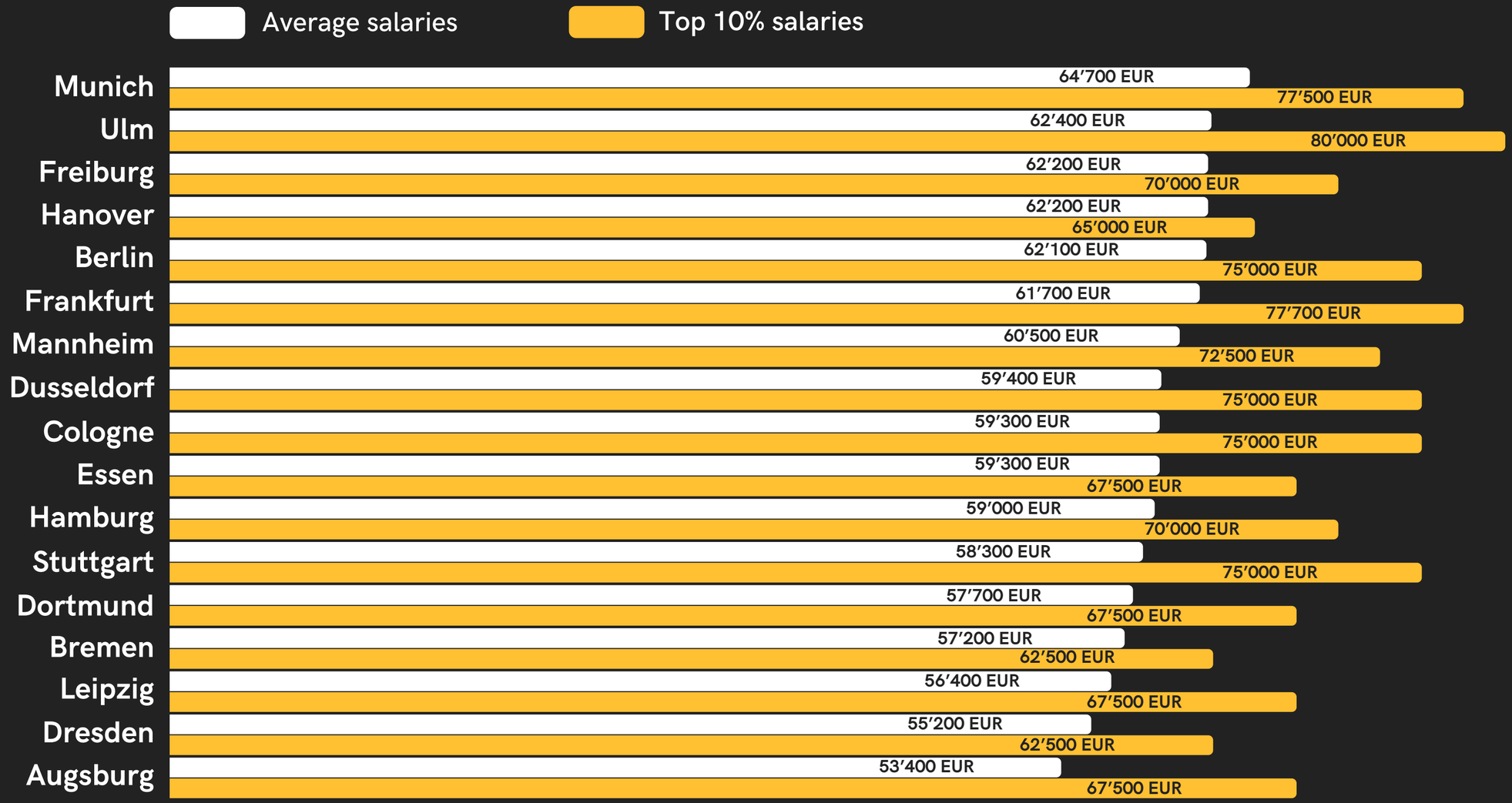
45’000 EUR | 55’000 EUR | 62’500 EUR | 70’000 EUR | 80’000 EUR

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region



Key points of the salary data

in Germany

- Golang, Dara, C / C++, Python, Java and DevOps among the highest-paying technologies.
- PHP and System Engineering jobs typically offer lower compensation compared to other technologies.
- Munich, Ulm, Freiburg, Hanover, Berlin and Frankfurt stand out as the leading cities in terms of salaries.
- Augsburg, Dresden, Leipzig and Bremen are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in the United Kingdom

The average salary for a **Junior** tech position is **40’200 GBP** /yr

27’500 GBP | 30’000 GBP | 35’000 GBP | 45’000 GBP | 55’000 GBP

The average salary for a **Regular** tech position is **56’000 GBP** /yr

35’000 GBP | 42’500 GBP | 52’500 GBP | 66’500 GBP | 80’000 GBP

The average salary for a **Senior** tech position is **69’000 GBP** /yr

40’000 GBP | 50’000 GBP | 65’000 GBP | 77’500 GBP | 87’500 GBP

The average gross annual salary for an IT position in the UK is 61’400 GBP, with a median of 57’500 GBP.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 57’500 GBP and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

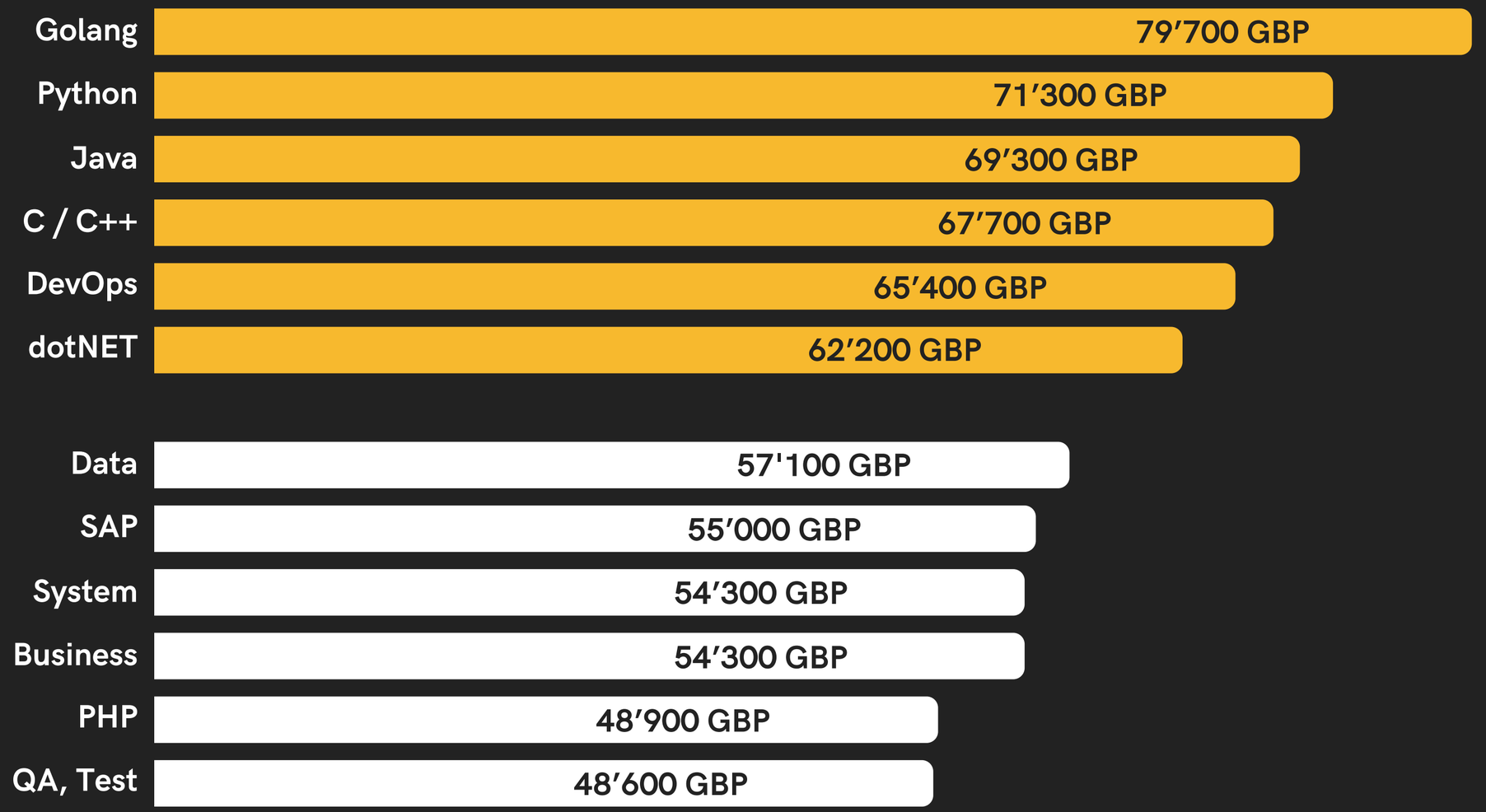
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevITjobs.uk/salaries**

The average IT industry salary in **2024**: **61’400 GBP** /yr

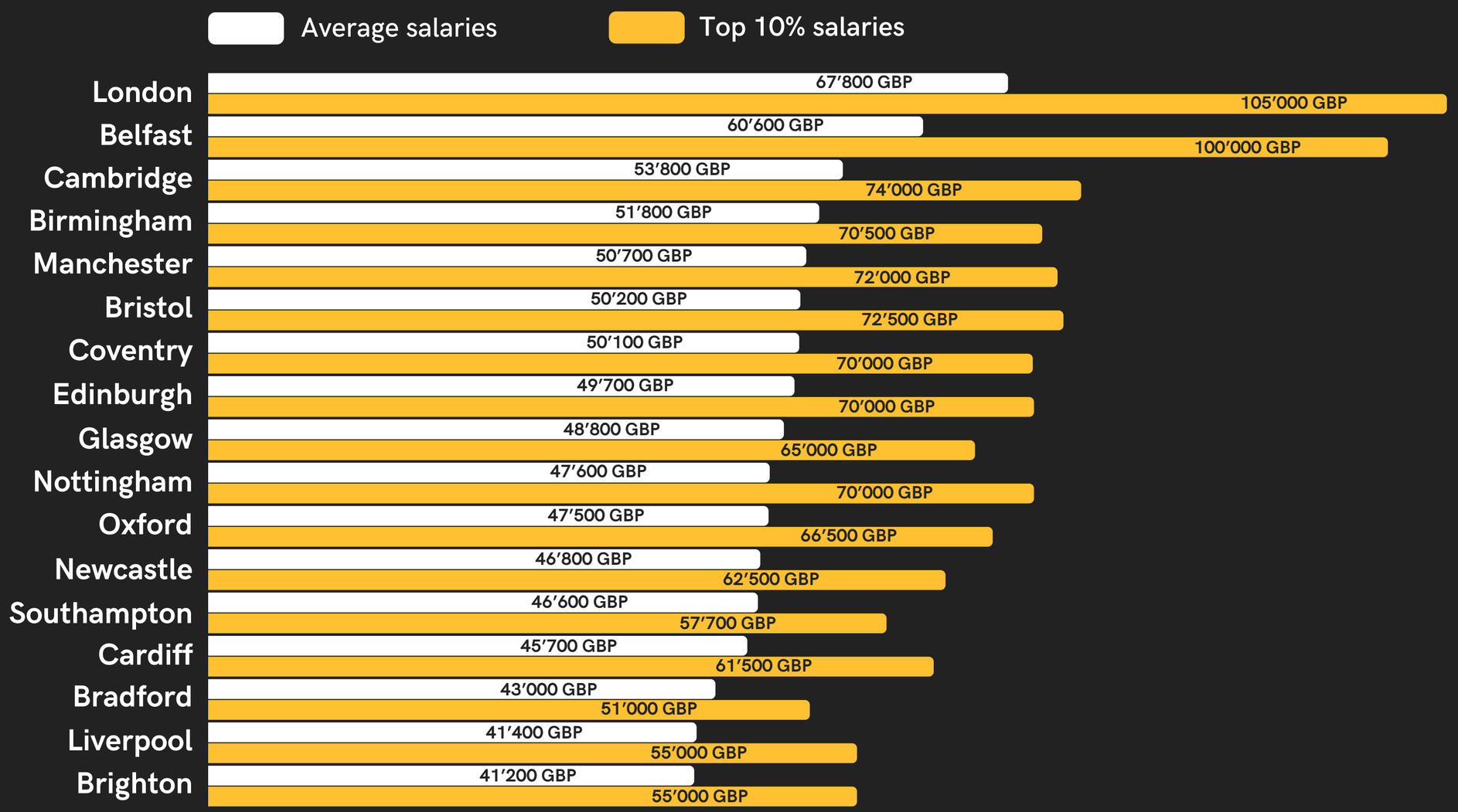
35’000 GBP | 45’000 GBP | 57’500 GBP | 75’000 GBP | 87’500 GBP

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region



Key points of the salary data

in the United Kingdom

- Golang, Python, Java, C / C++ and DevOps among the highest-paying technologies.
- PHP and QA,Test jobs typically offer lower compensation compared to other positions.
- London, Belfast, Cambridge, Birmingham and Manchester stand out as the leading cities in terms of salaries.
- Brighton, Liverpool, Bradford and Cardiff are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in Romania

The average salary for a **Junior** tech position is **5’400 RON**/m

The average salary for a **Regular** tech position is **12’000 RON**/m

The average salary for a **Senior** tech position is **16’600 RON**/m

The average monthly net salary for an IT position in Romania is 13’600 RON, with a median of 12’500 RON.

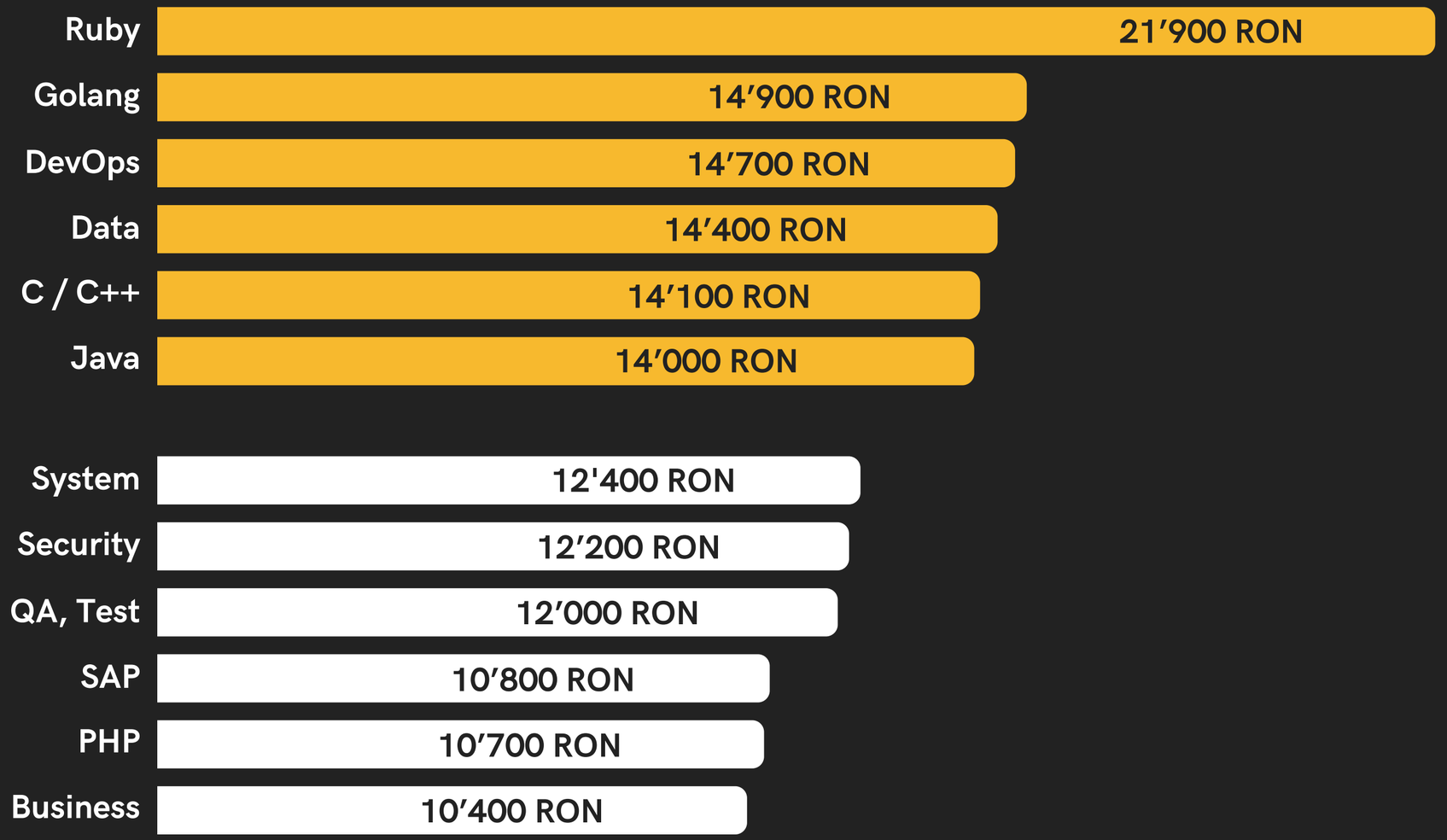
The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 12’500 RON and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevJob.ro/salaries**

The average IT industry salary in **2024** : **13’600 RON**/m

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region

Key points of the salary data in Romania

- Ruby, Golang, DevOps and Data among the highest-paying technologies.
- Business, PHP and SAP jobs typically offer lower compensation compared to other positions.
- Cluj-Napoca and Bucuresti stand out as the leading cities in terms of salaries.
- Brasov and Iasi are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in the Netherlands

The average salary for a **Junior** tech position is **48’200 EUR** /yr

32’700 EUR | 39’000 EUR | 46’800 EUR | 55’800 EUR | 63’200 EUR

The average salary for a **Regular** tech position is **55’000 EUR** /yr

39’000 EUR | 46’500 EUR | 54’000 EUR | 62’500 EUR | 70’000 EUR

The average salary for a **Senior** tech position is **64’400 EUR** /yr

50’000 EUR | 55’000 EUR | 63’000 EUR | 70’000 EUR | 80’000 EUR

The average gross annual salary for an IT position in the Netherlands is 56’600 EUR, with a median of 55’500 EUR.

The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 55’500 EUR and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

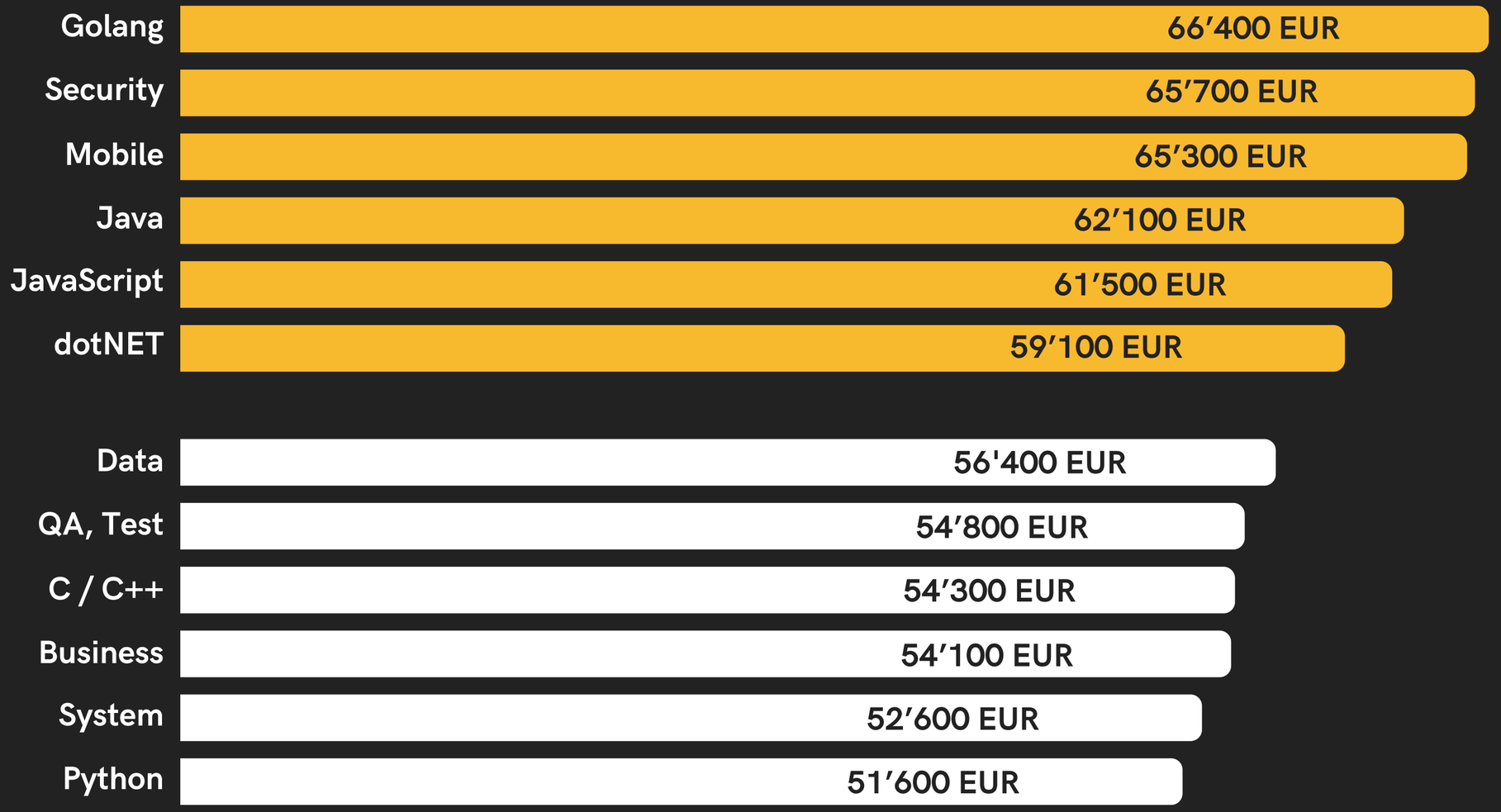
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevITjobs.nl/salaries**

The average IT industry salary in **2024**: **56’600 EUR** /yr

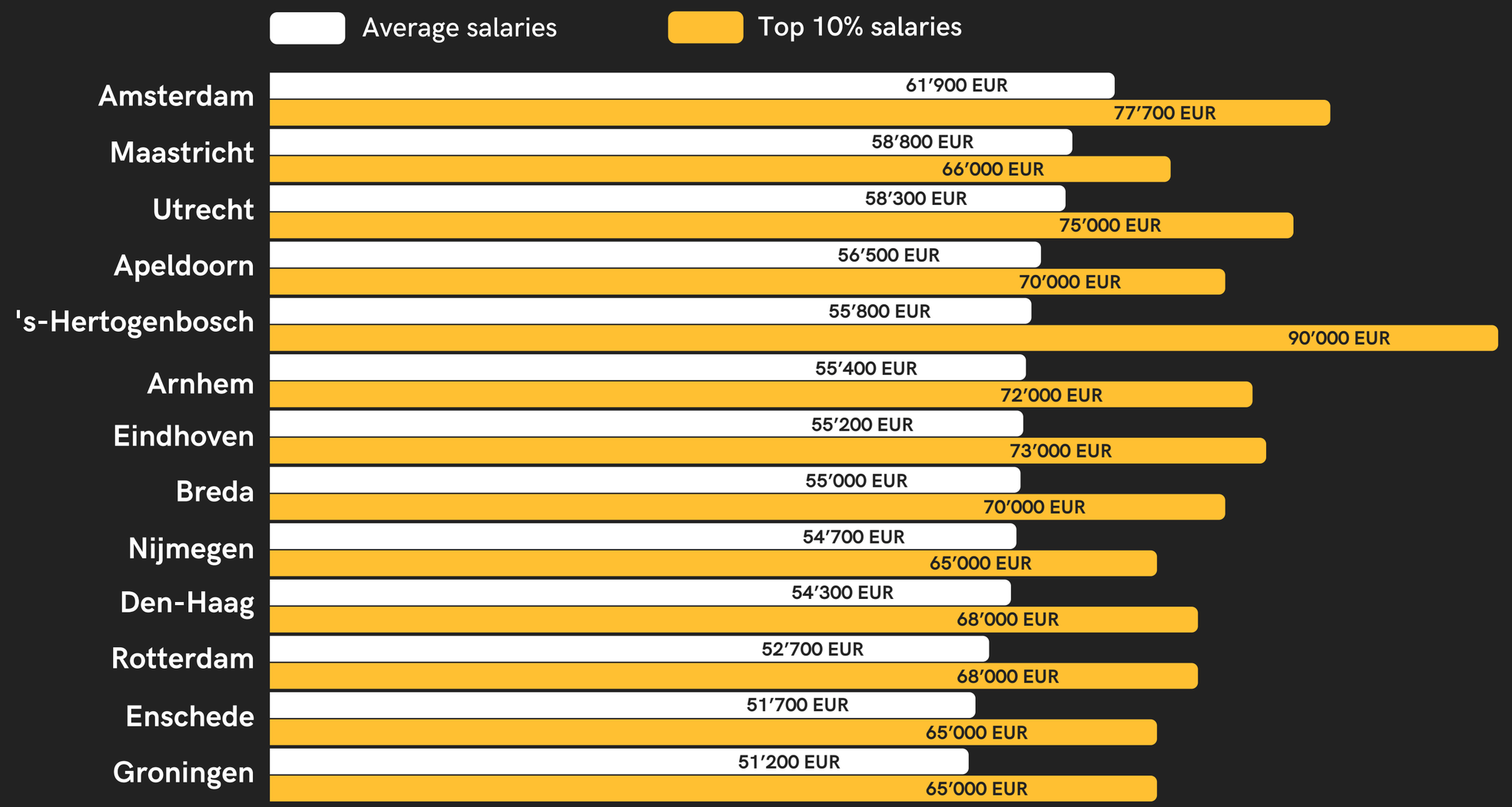
39’000 EUR | 47’500 EUR | 55’500 EUR | 65’000 EUR | 74’000 EUR

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region



Key points of the salary data

in the Netherlands

Golang, Security and Mobile among the highest-paying technologies.

Python and System jobs typically offer lower compensation compared to other positions.

Amsterdam, Maastricht and Utrecht stand out as the leading cities in terms of salaries.

Groningen and Enschede are on the lower end but still relatively close to the other cities.

Earnings in the IT industry in Poland

The average salary for a **Junior** tech position is **106’968 PLN** /yr

52’800 PLN | 60’000 PLN | 93’600 PLN | 132’000 PLN | 181’200 PLN

The average salary for a **Regular** tech position is **243’816 PLN** /yr

144’000 PLN | 193’200 PLN | 242’400 PLN | 300’000 PLN | 343’200 PLN

The average salary for a **Senior** tech position is **302’652 PLN** /yr

216’000 PLN | 261’600 PLN | 302’400 PLN | 343’200 PLN | 382’800 PLN

DATA BY: SOLID.Jobs

The average gross annual salary for an IT position in Germany is 267’516 PLN, with a median of 272’400 PLN.

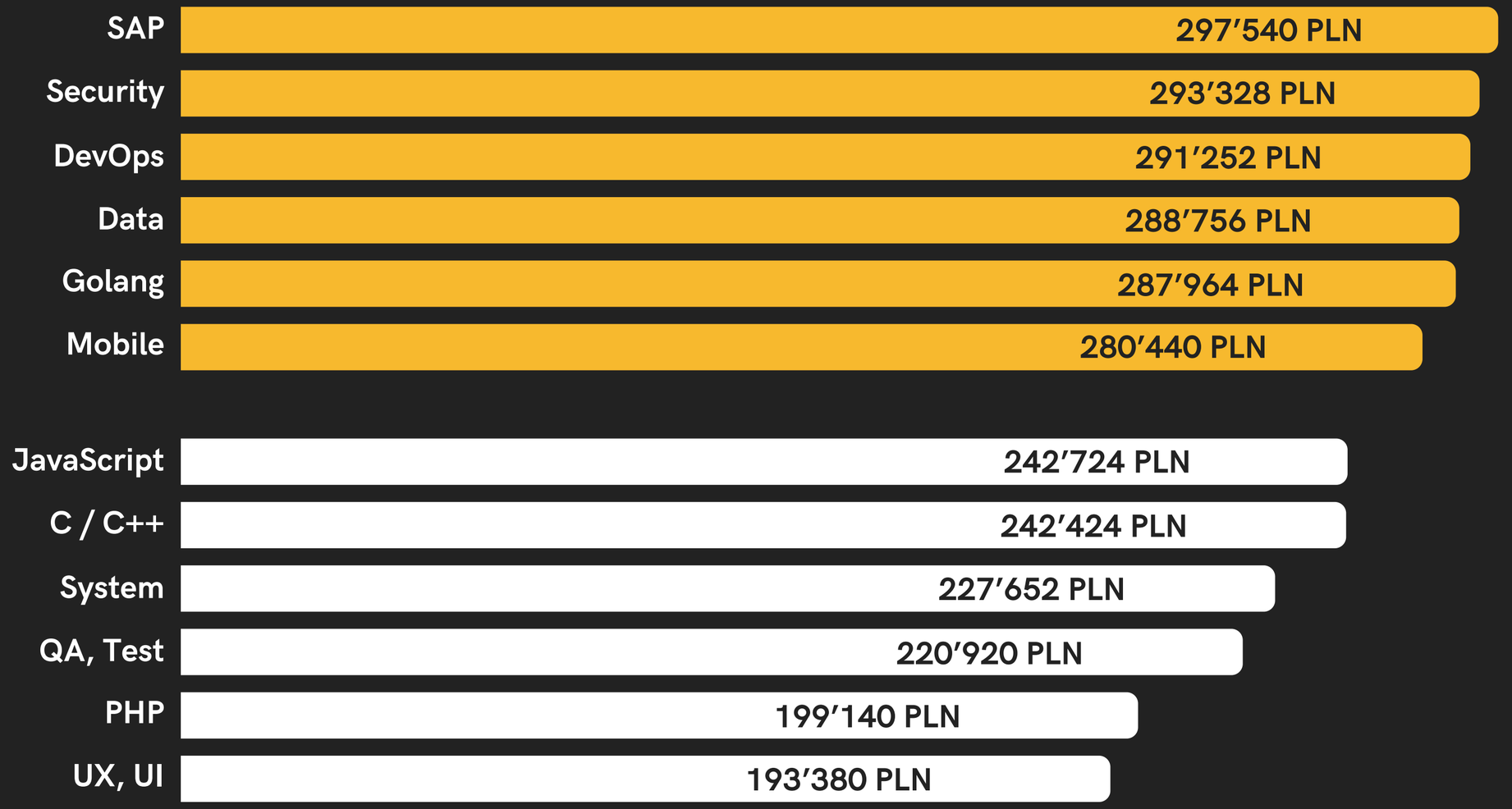
The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings — indicating that 50% of Developers earn more than 272’400 PLN and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making the median a more reliable comparison.

The average IT industry salary in **2024**: **267’516 PLN** /yr

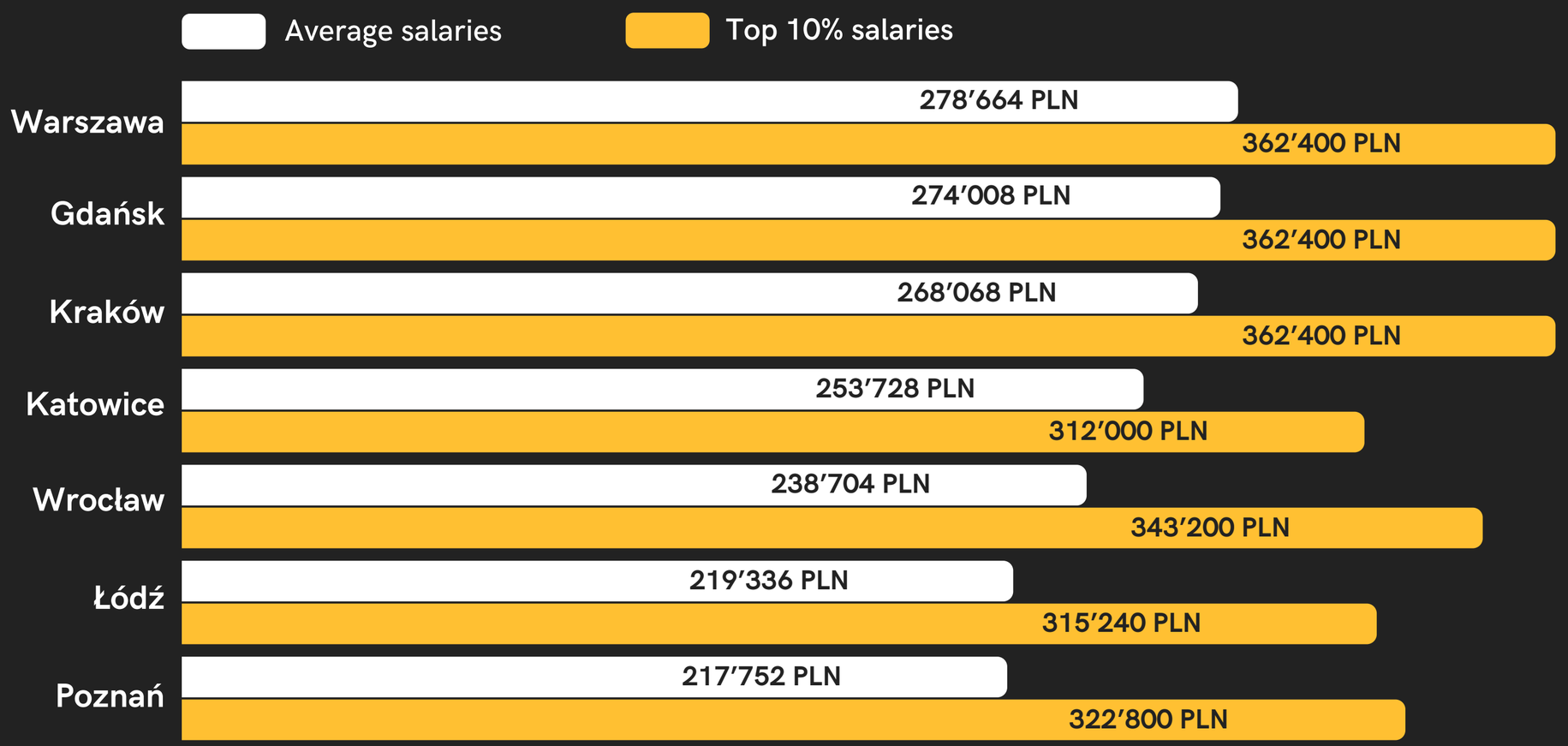
156’000 PLN | 216’000 PLN | 272’400 PLN | 322’800 PLN | 362’400 PLN

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region



Key points of the salary data in Poland

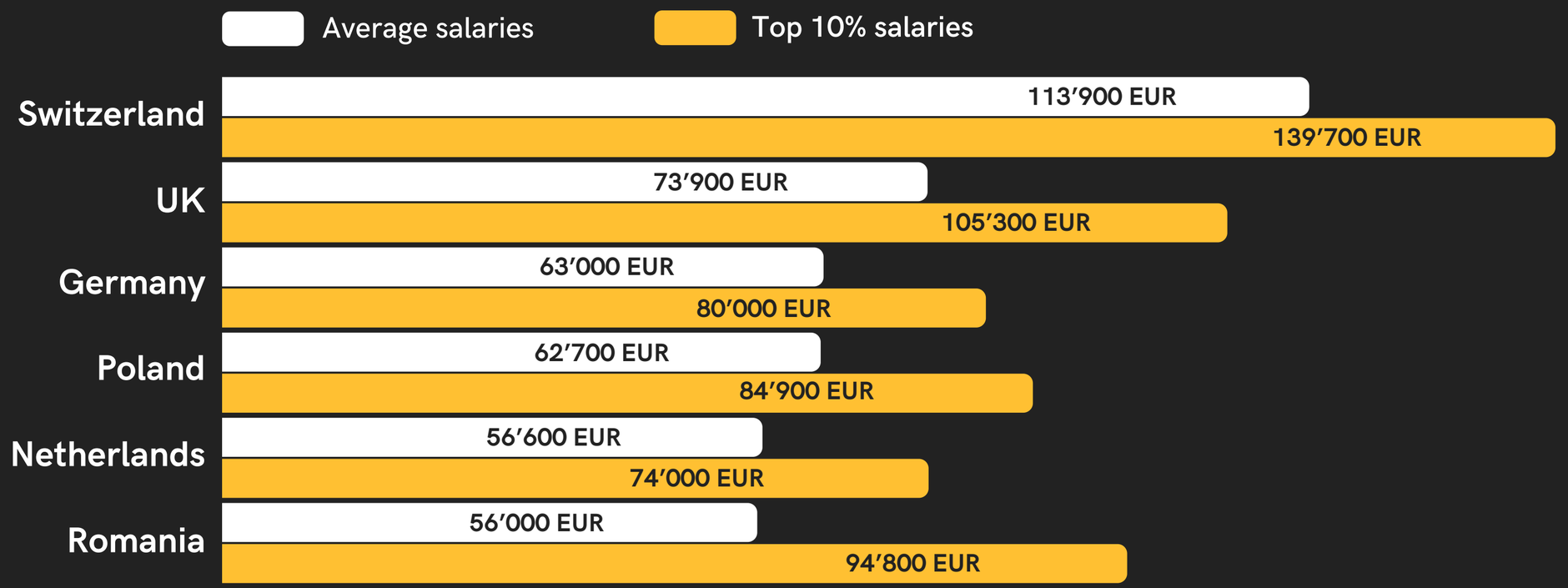
SAP, Security, DevOps and Data and Mobile among the highest-paying technologies.

UX, UI and PHP jobs typically offer lower compensation compared to other technologies.

Warszawa, Gdańsk and Kraków stand out as the leading cities in terms of salaries.

Poznań and Łódź are on the lower end but still relatively close to the other cities.

IT industry salaries across countries



Switzerland remains Europe’s highest-paying IT market, followed by the UK and Germany. Poland has seen significant growth, now competing closely with Germany. The Netherlands and Romania continue to offer strong opportunities for top earners.

Emerging markets like Poland and Romania are growing more competitive, closing the gap with Western Europe.

Who are we?

Transparent IT job boards. Built by engineers, for engineers.

Our goal is to bring transparency, openness, and diversity to the European IT job market for everyone in the industry — from Developers to Engineers, SAP and System Admins, Product Managers, QAs, and UX/UI Designers.

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GermanTechJobs.de

DevITjobs.uk

DevJob.ro

DevITjobs.nl

RecruIT

SOLID.Jobs is a recruitment portal for IT professionals in Poland. It makes the hiring process more transparent and efficient for both candidates and companies.

SOLID.Jobs

What makes SOLID.Jobs stand out is that all job postings include clear salary ranges. This makes it easy for candidates to find opportunities that match their expectations.

It also offers integrated recruitment tools to streamline the hiring process. This allows companies to manage applications and attract the right specialists effectively.

Over 70,000 IT professionals and 900 companies have used SOLID.Jobs so far.

THANK YOU FOR READING OUR REPORT

We would be super happy to hear your feedback, especially if your own experiences tell a different story.

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