

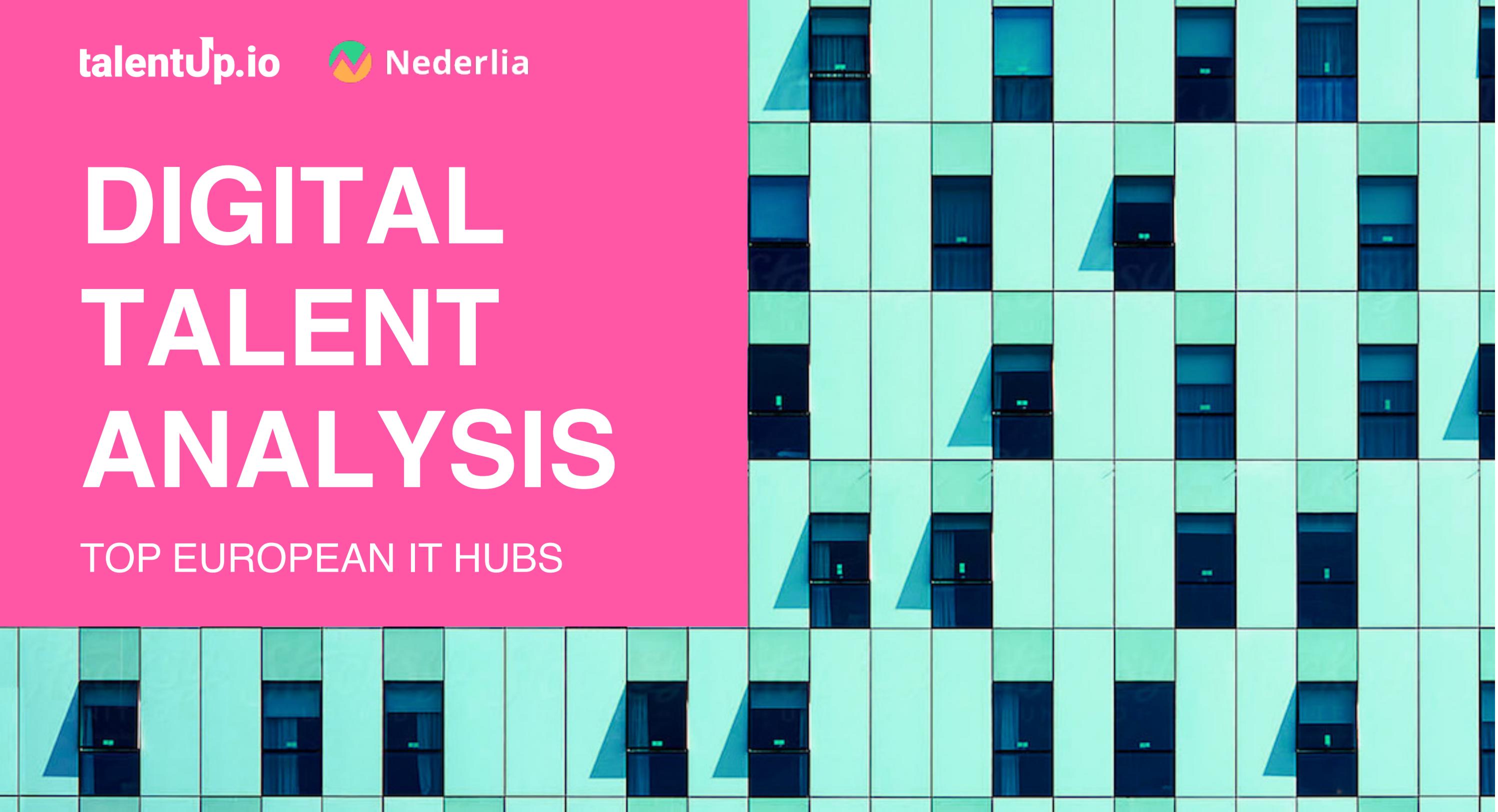
talentUp.io



Nederlia

DIGITAL TALENT ANALYSIS

TOP EUROPEAN IT HUBS



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“ Compensation reflects how individuals are valued in an organization.

INTRODUCTION

In many companies, the process for compensation is considered political or arbitrary. Oftentimes it is seen as not fair. This has a huge impact on retention and turnover. Research has shown a direct link between perceptions of fairness and workforce well-being.

Effective compensation strategy can help organizations to attract, retain, and engage the workforce in alignment with the overall business strategy. There is a need for organizations to adjust and readjust their compensation strategies constantly. While other talent strategies have evolved, this part of the talent equation is lagging with most opting for the traditional route.

With advances in Big data & AI technologies, it is now possible to predict trends in the market. This is exactly what TalentUp is doing in the talent market.

The pay that employees receive for their time and effort are the foundation upon which other aspects of Total Rewards are built on. What works well elsewhere will not necessarily work as well within your company. Different rewards are of different values to different people. It's wiser to build your strategy looking for "best fit" for your organization rather than the best practices.

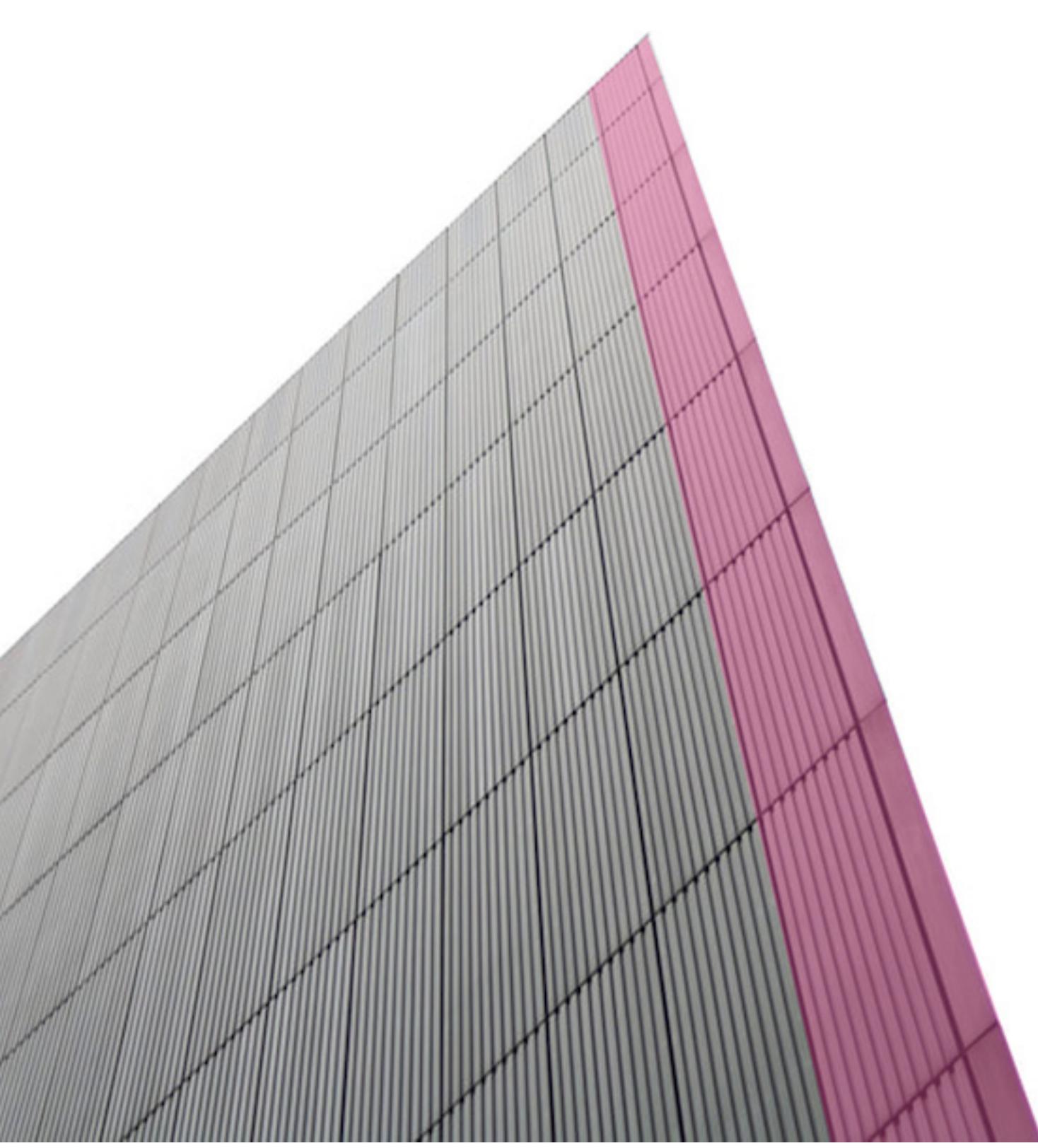


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DATAENGINEER

DEVOPS ENGINEER

FRONTEND DEVELOPER

FULL STACK DEVELOPER

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PHP DEVELOPER

QUALITY ASSURANCE ENGINEER

IOS DEVELOPER

10 LOCATIONS

CZECH REPUBLIC

FRANCE

GERMANY

IRELAND

ITALY

NETHERLANDS

POLAND

PORTUGAL

SPAIN

UNITED KINGDOM

OVERVIEW

CANDIDATES AND JOB OPENINGS

169.72K

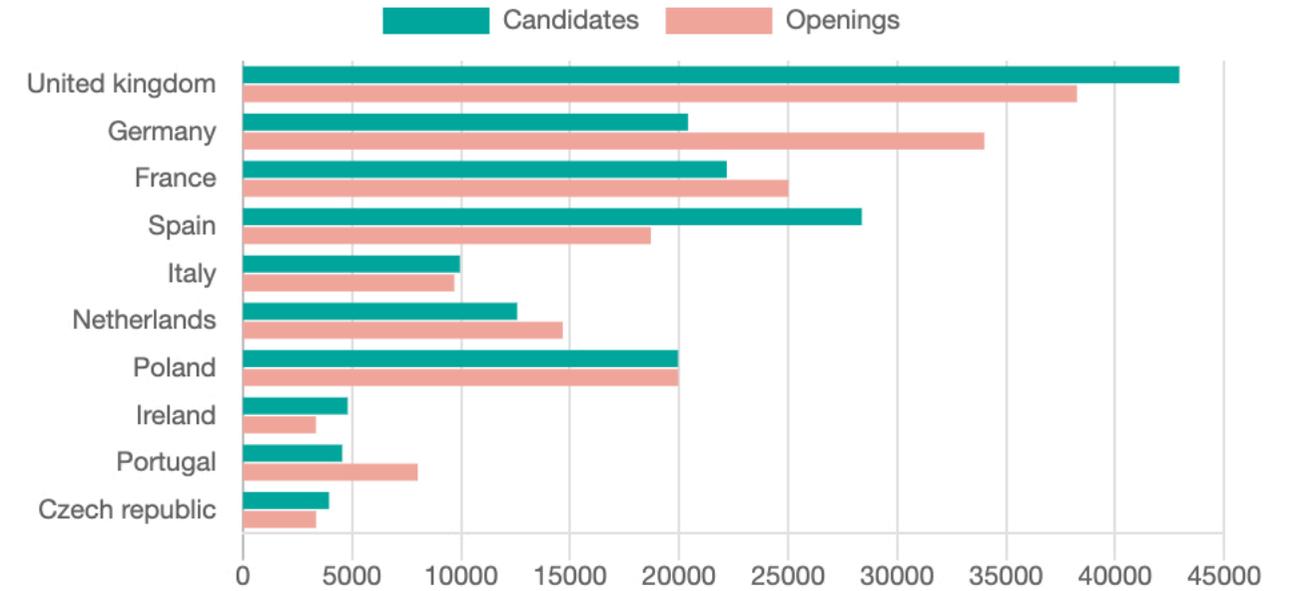
CANDIDATES
IT POSITIONS

175.04K

JOB OFFERS
LAST 12 MONTHS

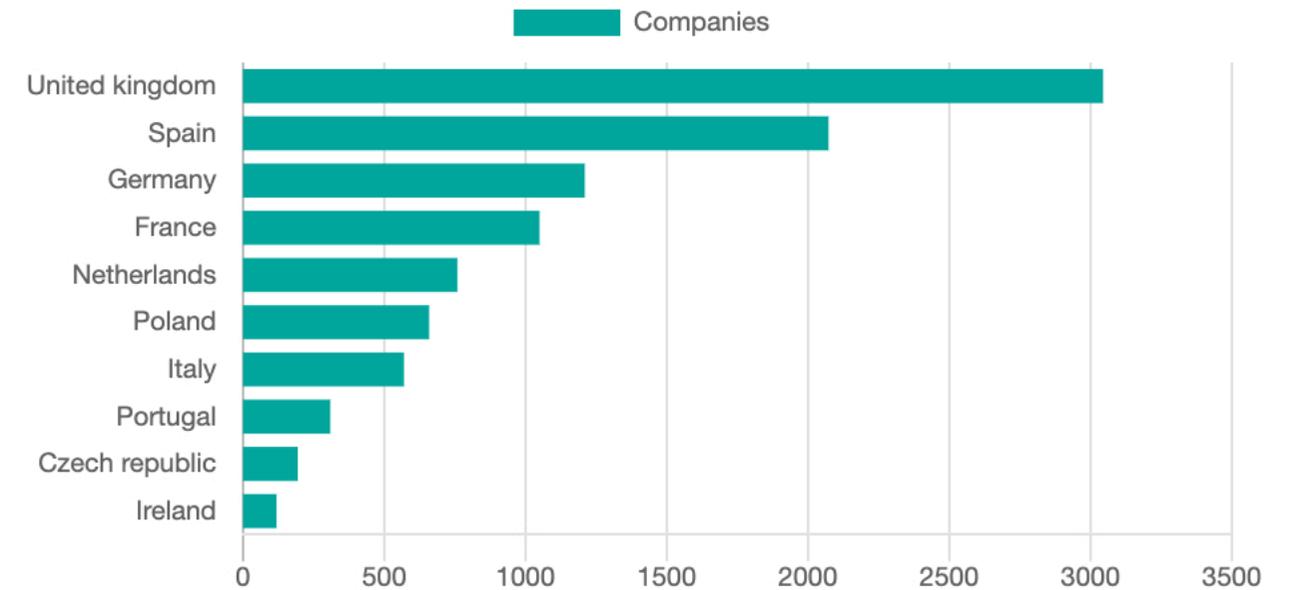
CANDIDATES AND JOB OPENINGS BY LOCATION

Position	Candidates	Job openings
United kingdom	42,946	38,252
Germany	20,410	34,002
France	22,191	25,021
Spain	28,383	18,710
Italy	9,952	9,695
Netherlands	12,574	14,671
Poland	19,957	19,969
Ireland	4,803	3,347
Portugal	4,552	8,014
Czech republic	3,947	3,355



COMPANIES BY LOCATION

Company size	# Companies
United kingdom	3045
Spain	2073
Germany	1210
France	1050
Netherlands	759
Poland	659
Italy	570
Portugal	309
Czech republic	194
Ireland	119



Companies by country

GROSS SALARY

Position	Czech Republic	France	Germany	Ireland	Italy	Netherlands	Poland	Portugal	Spain	United Kingdom
Android Developer	32800	74100	83800	68100	46800	85700	45500	34100	58600	101600
Backend Developer	31700	58400	70000	98700	42800	74700	47800	38400	56400	95600
Data Engineer	36800	68900	77000	80000	52800	85300	47400	32200	62300	114100
Devops Engineer	40600	77300	78900	100100	61800	102100	48800	38600	70900	105700
Frontend Developer	41100	59900	70900	77200	51300	63300	55400	39200	48400	96000
Full Stack Developer	35300	64600	75600	83500	52900	93600	42000	42400	64200	94600
Java Developer	39200	66500	93800	92700	64200	98000	51200	37200	51400	99900
PHP Developer	28200	63600	71300	68700	43600	71700	36800	32600	44900	85600
Quality Assurance Engineer	36700	71200	81900	74400	45200	90200	42800	27300	54200	90300
IOS Developer	32200	63800	78800	83800	47000	66700	36800	32200	51200	93900

Gross salaries for senior professionals, 50th percentile (EUR)

NET SALARY

Position	Czech Republic	France	Germany	Ireland	Italy	Netherlands	Poland	Portugal	Spain	United Kingdom
Android Developer	27900	43700	44000	54500	29000	80700	37300	21500	36900	61000
Backend Developer	26900	40900	36800	79000	26500	70300	39200	18400	35500	57400
Data Engineer	31300	48200	40400	64000	32700	80300	38900	20300	34600	68500
Devops Engineer	34500	45600	41400	80100	36500	96100	40000	24300	57400	63400
Frontend Developer	34900	41900	37200	61800	31800	59600	45400	24900	30500	57600
Full Stack Developer	30000	45200	39700	66800	32800	88100	34400	30700	52000	56800
Java Developer	33300	46600	49200	74200	37900	92700	42000	23400	32400	59900
PHP Developer	24000	44500	37400	55000	27000	67500	30200	20500	28300	51400
Quality Assurance Engineer	31200	49800	43000	59500	28000	84900	36500	17200	34100	54200
IOS Developer	27400	44700	41400	67000	29100	62800	30200	20300	32300	56300

Net salaries for a senior professional unmarried, 30 years old. 50th percentile (EUR)



HOW TO USE THIS REPORT

This section contains information on the definitions and methodology used throughout the report.

It defines and describes how the data has been collected, the survey methodology, profile characteristics, key statistical terms, and how salary information is represented and reported. It also offers guidance on access to various sources of data.

Reading this section carefully will encourage more meaningful and actionable use of the report. We strongly recommend all readers, even those who are familiar with such reports, read this section before proceeding to the next section.

METHODOLOGY OF THE SURVEY

Positions

Android Developer
Backend Developer
Data Engineer
Devops Engineer
Frontend Developer
Full Stack Developer
Java Developer
Php Developer
Quality Assurance Engineer
Ios Developer

Locations

Czech Republic
France
Germany
Ireland
Italy
Netherlands
Poland
Portugal
Spain
United Kingdom

Professionals analyzed: 21.79M

Job offers analyzed: 4.04M

Time span: from October 15, 2020 to October 15, 2021.

Data Collection

Data was collected from employee profiles, employee publications and job offers. The main data sources include:

Social networks: LinkedIn, Xing, Angelist

Global job boards: Indeed, Stackoverflow, Monster, Angelist, Glassdoor.

Country-based job boards: Infojobs, cv.ee, cv.lv, cvonline.lt

Recruitment agencies websites: Hays, Robert Walters, Page Personnel.

Career websites: Careers at Deloitte

Other sources: Slack, public salary surveys, LinkedIn publications.

SENIORITY LEVELS

In the workplace, seniority level refers to the level of responsibility and rank an employee holds in the workplace, especially considering how long an employee has worked in a particular field or at a certain organization. Employers use seniority to categorize their employees by knowledge, skill and experience and help them assign projects and create well-rounded teams. Seniority level can have an impact on your pay, responsibilities, promotion opportunities, title and the roles you are eligible for.

Seniority is an important factor in the chain of command at an organization. The more seniority you have at a company, the more sway you are likely to have over business operations, even among peers who have the same role or title. People with more seniority have a nuanced understanding of how a company has operated historically and the standard procedures for carrying out different tasks. Employees with higher seniority provide training and mentorship for employees with a lower seniority level.

“
Junior
Mid
Senior
Lead
Principal

How is seniority level determined?

Depending on where you work, there can be a clear policy outlining how the seniority hierarchy works or it can be more of a general concept. Some companies have an organizational flowchart that indicates who has seniority over who in each department while others reevaluate employee seniority on a situational basis. Three main factors contribute to someone's seniority level: time, knowledge and experience. Employers can use a mix of these characteristics or choose to focus on a single one.

Each factor adds a different benefit for senior employees and their employers:

Time: Time is the standard way of determining someone's seniority. The longer someone has worked in their role at a company, the more they can offer an employer in terms of specific expertise about best practices within their position. Employees who have been at a company longer are usually given privileges over newer employees when it comes to promotions and other advantages. Working at a company long enough to develop seniority shows commitment and reliability.

Knowledge: Gaining more knowledge through formal education, professional development classes and certifications can contribute to someone's seniority. Higher education indicates more authority on a topic, which can be just as important as practical years of experience in the workforce. Employers can require employees to pass certain tests to officially be granted senior status at a business.

Experience: An employee's general experience outside of a specific workplace can also have an impact on their seniority. Someone with industry experience who recently switched to a new employer may be given a lead role and senior benefits ahead of an employee who has worked at the company for a few years but did not have experience beforehand. For example, long-term administrative assistants are extremely valuable to companies in that they have a deep understanding of the organization. In the broad perspective of a company, an administrative assistant who worked at a company in their role for 20 years could be one of the most senior employees. However, another employee would likely have seniority when it comes to making strategic financial decisions. Although the administrative assistant has the most experience with the company, they don't have seniority when it comes to that specific task.

STRUCTURE OF SALARY DATA

Data presentation

Multiple currency feeds were used to update daily currency exchange rates. For each salary entry, the value in EUR and USD (using current exchange rates), as well as the input currency, were stored in the database.

When calculating averages, we convert each group of salaries with a single common exchange rate, based on the most recent stable rates, to minimise cross-currency comparison errors. For example, in a group of 500 salary data points in USD, we would use the same exchange rate to convert all 500 data points from USD to EUR, instead of a different rate for each data point.

Salary data is presented in an aggregated format. The default statistical measure is: Median (50th percentile).

Salary data was obtained in several formats: hourly, monthly or yearly (all fixed pay). The salaries shown in this report are: Annual Salaries with Taxes Excluded.

They do not include:

- Allowances

- Guaranteed payments

- Variable Pay

- Long-term incentive payments

- Other forms of variable pay

Annual wages were calculated by multiplying monthly wages by 12, weekly wages by 52, daily wages by 5 x 52, and hourly wages by $W \times 52$, where W is the legal maximum (or practical maximum, if lower) work-week length in hours. In the case of czech republic, the work-week length is $W = 40$.



ABOUT TALENT UP

TalentUp offers data-driven insights into the talent market to help companies drive effective recruitment and retention strategies.

With TalentUp talent market data, companies can tailor their human resource strategies to discover

exceptional talent, detect market opportunities and present better job offers.

240M

PROFESSIONALS

7M

COMPANIES

46M

JOB OFFERS

12M

SALARIES



ABOUT NEDERLIA

Nederlia Tech Recruitment helps Tech and Startup companies with hitting their hiring targets by sourcing the strongest TechTalent worldwide.

Finding and engaging senior Software Engineers is getting more difficult and time consuming by the day. With Nederlia's Sourcing-as-a-Service, your internal Talent

Acquisition Specialists can focus on where they add most value: Managing candidates and hiring managers towards hires.

Their sourcing process is well tested over time and has proven to generate hires for many well known brands in the tech and startup space.

SCALE

UP TO A 100 PLACEMENTS AT A SINGLE CLIENT

TRUSTED

BY CLIENTS FROM ALL MAIN EUROPEAN TECH HUBS

DIVERSITY

PLACED SOFTWARE ENGINEERS FROM 43 DIFFERENT NATIONALITIES

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