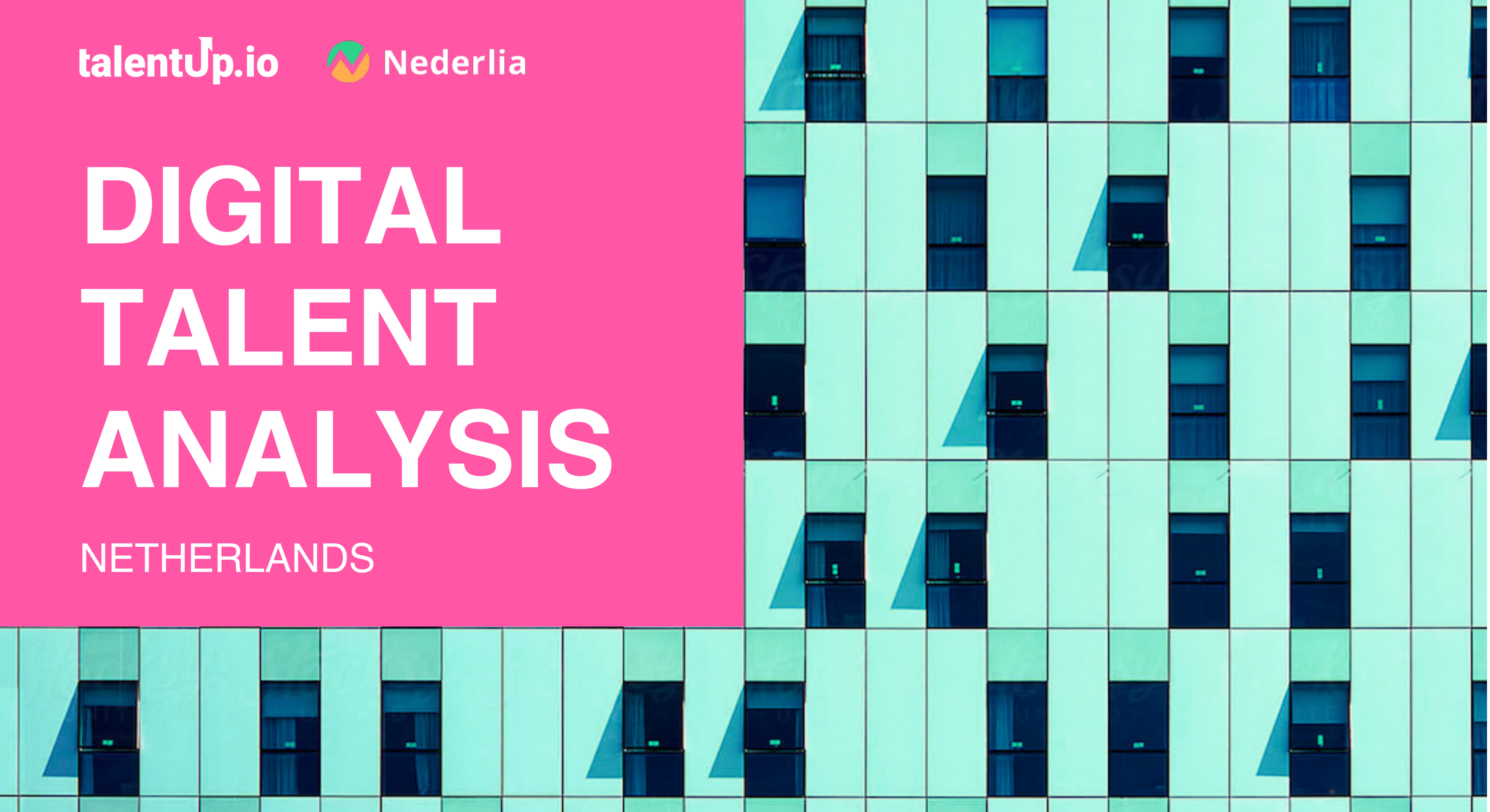


DIGITAL TALENT ANALYSIS

NETHERLANDS



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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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REPORT

10 POSITIONS

ANDROID DEVELOPER

BACKEND DEVELOPER

DATAENGINEER

DEVOPS ENGINEER

FRONTEND DEVELOPER

FULL STACK DEVELOPER

JAVADEVELOPER

PHP DEVELOPER

QUALITY ASSURANCE ENGINEER

IOS DEVELOPER

01 LOCATION

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CANDIDATES AND JOB OPENINGS

12,574

CANDIDATES

IT POSITIONS ANALYZED

14,671

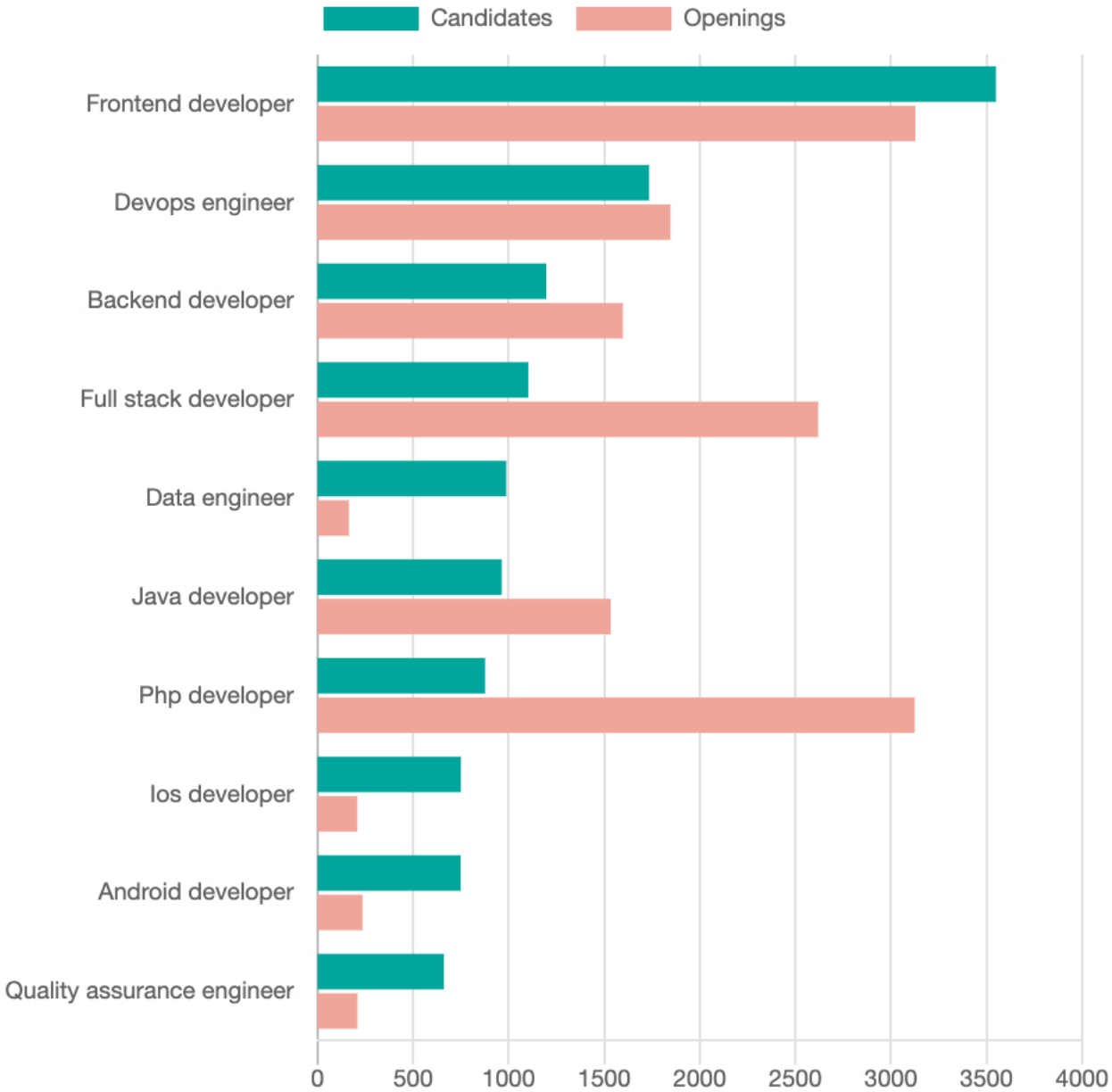
JOB OFFERS

LAST 12 MONTHS

Candidates and Job Openings by Position

Position	Candidates	Job openings	Ratio
Frontend developer	3,550 (28.23 %)	3,129 (21.33 %)	1.13
Devops engineer	1,735 (13.8 %)	1,847 (12.59 %)	0.94
Backend developer	1,197 (9.52 %)	1,598 (10.89 %)	0.75
Full stack developer	1,103 (8.77 %)	2,620 (17.86 %)	0.42
Data engineer	988 (7.86 %)	165 (1.12 %)	5.99
Java developer	964 (7.67 %)	1,534 (10.46 %)	0.63
Php developer	877 (6.97 %)	3,125 (21.3 %)	0.28
Ios developer	750 (5.96 %)	208 (1.42 %)	3.61
Android developer	749 (5.96 %)	236 (1.61 %)	3.17
Quality assurance engineer	661 (5.26 %)	209 (1.42 %)	3.16
Total	12,574 (100 %)	14,671 (100 %)	0.86

Ratio = Candidates / Job openings

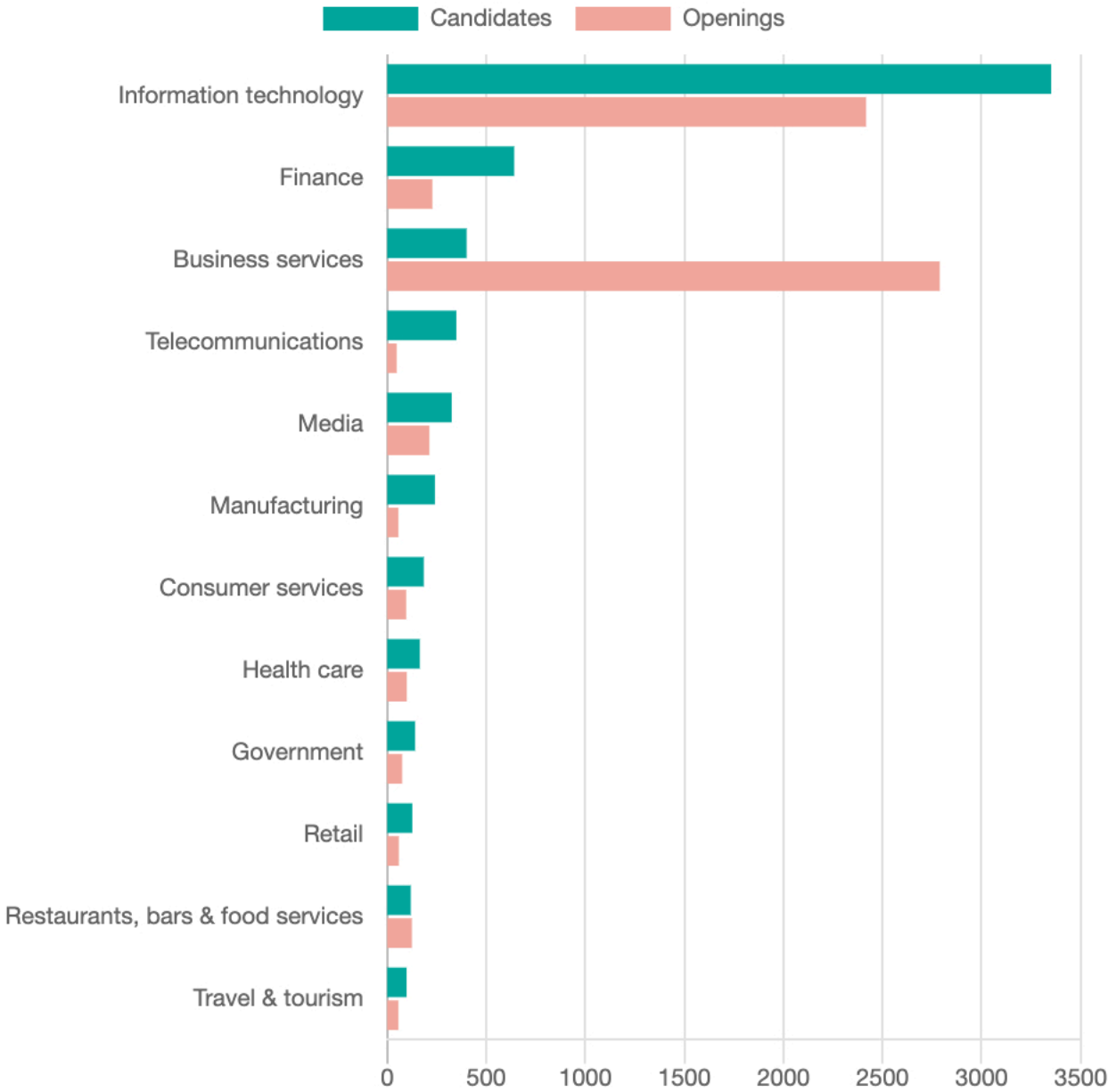


Candidates and job openings by position

Candidates and Job Openings by Sector

Sector	Candidates	Job openings	Ratio
Information technology	3,351 (26.65 %)	2,417 (16.47 %)	1.39
Finance	641 (5.1 %)	228 (1.55 %)	2.81
Business services	401 (3.19 %)	2,789 (19.01 %)	0.14
Telecommunications	349 (2.78 %)	48 (0.33 %)	7.27
Media	326 (2.59 %)	213 (1.45 %)	1.53
Manufacturing	241 (1.92 %)	57 (0.39 %)	4.23
Consumer services	185 (1.47 %)	96 (0.65 %)	1.93
Health care	165 (1.31 %)	99 (0.67 %)	1.67
Government	141 (1.12 %)	76 (0.52 %)	1.86
Retail	127 (1.01 %)	59 (0.4 %)	2.15
Restaurants, bars & food services	119 (0.95 %)	125 (0.85 %)	0.95
Travel & tourism	98 (0.78 %)	57 (0.39 %)	1.72

Ratio = Candidates / Job openings

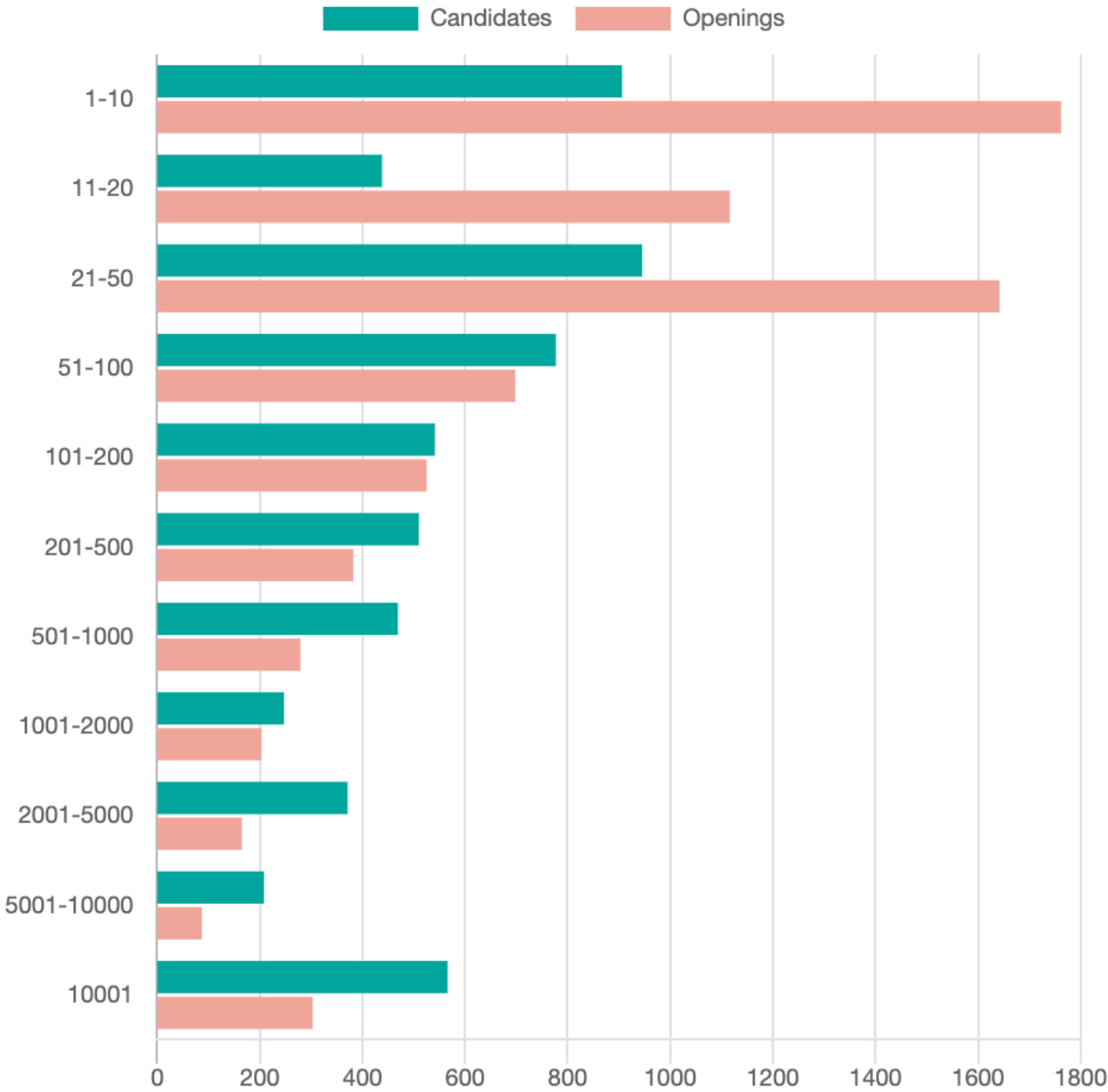


Candidates and job openings by sector

Candidates and Job Openings by Company Size

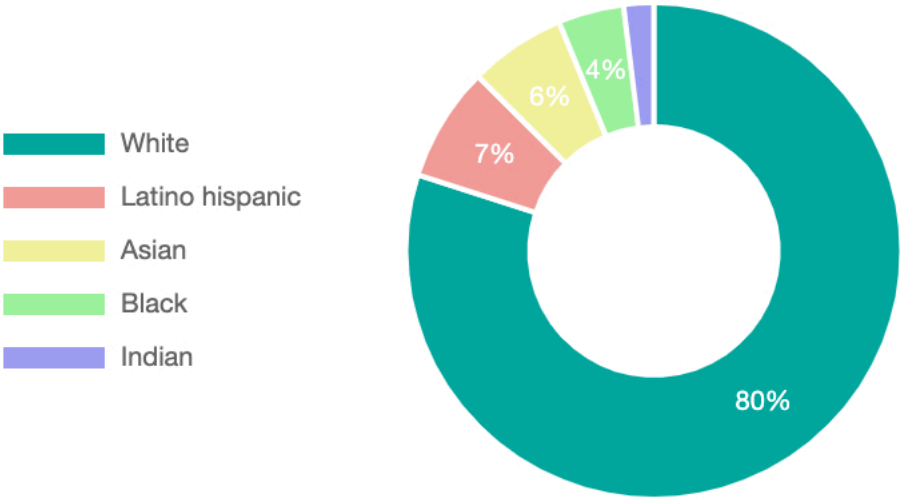
Company size	Candidates	Job openings	Ratio
1-10	906 (7.21 %)	1,762 (12.01 %)	0.51
11-20	438 (3.48 %)	1,116 (7.61 %)	0.39
21-50	945 (7.52 %)	1,642 (11.19 %)	0.58
51-100	777 (6.18 %)	698 (4.76 %)	1.11
101-200	541 (4.3 %)	525 (3.58 %)	1.03
201-500	510 (4.06 %)	382 (2.6 %)	1.34
501-1000	469 (3.73 %)	279 (1.9 %)	1.68
1001-2000	247 (1.96 %)	203 (1.38 %)	1.22
2001-5000	371 (2.95 %)	165 (1.12 %)	2.25
5001-10000	208 (1.65 %)	87 (0.59 %)	2.39
10001	566 (4.5 %)	303 (2.07 %)	1.87

Ratio = Candidates / Job openings



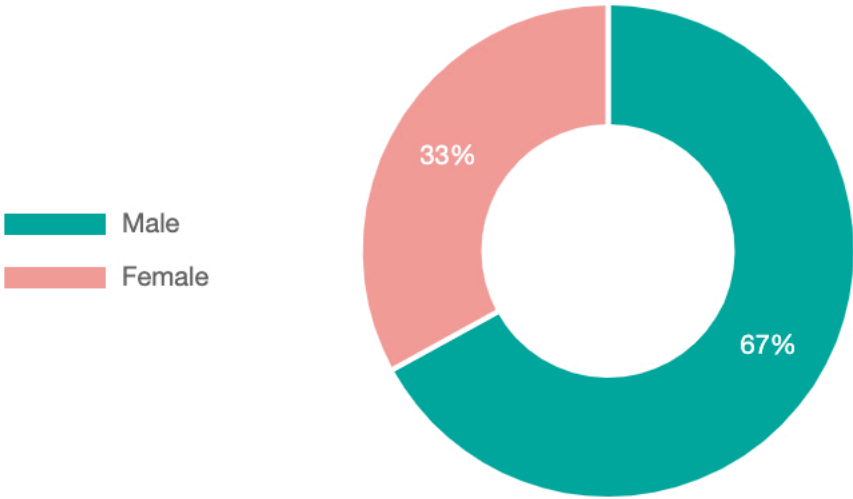
Candidates and job openings by company size

RACE



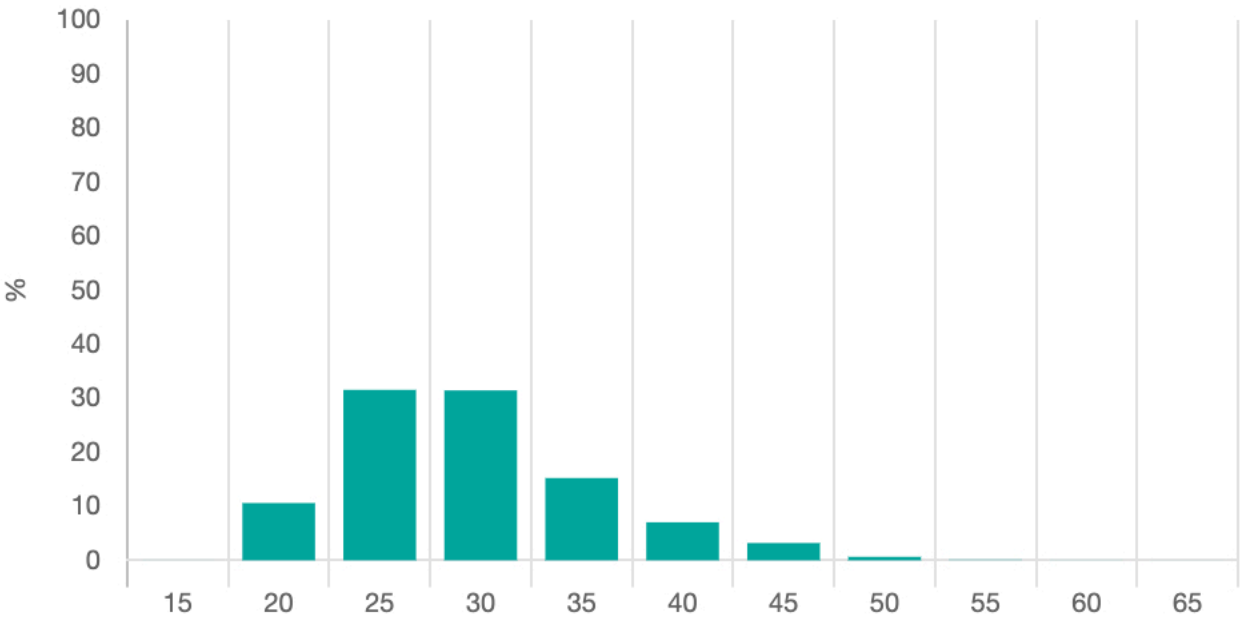
Percentage professionals by race

GENDER



Percentage of professionals by gender

AGE



Number of professionals by age

DIVERSITY BY POSITION

Position	Male	Female	Age (Avg)
Frontend developer	72 %	28 %	29
Devops engineer	80 %	20 %	29
Backend developer	76 %	24 %	29
Full stack developer	80 %	20 %	29
Data engineer	77 %	23 %	30
Java developer	76 %	24 %	29
Php developer	79 %	21 %	29
Ios developer	76 %	24 %	28
Android developer	78 %	22 %	28
Quality assurance engineer	64 %	36 %	30

Gender and average age by role

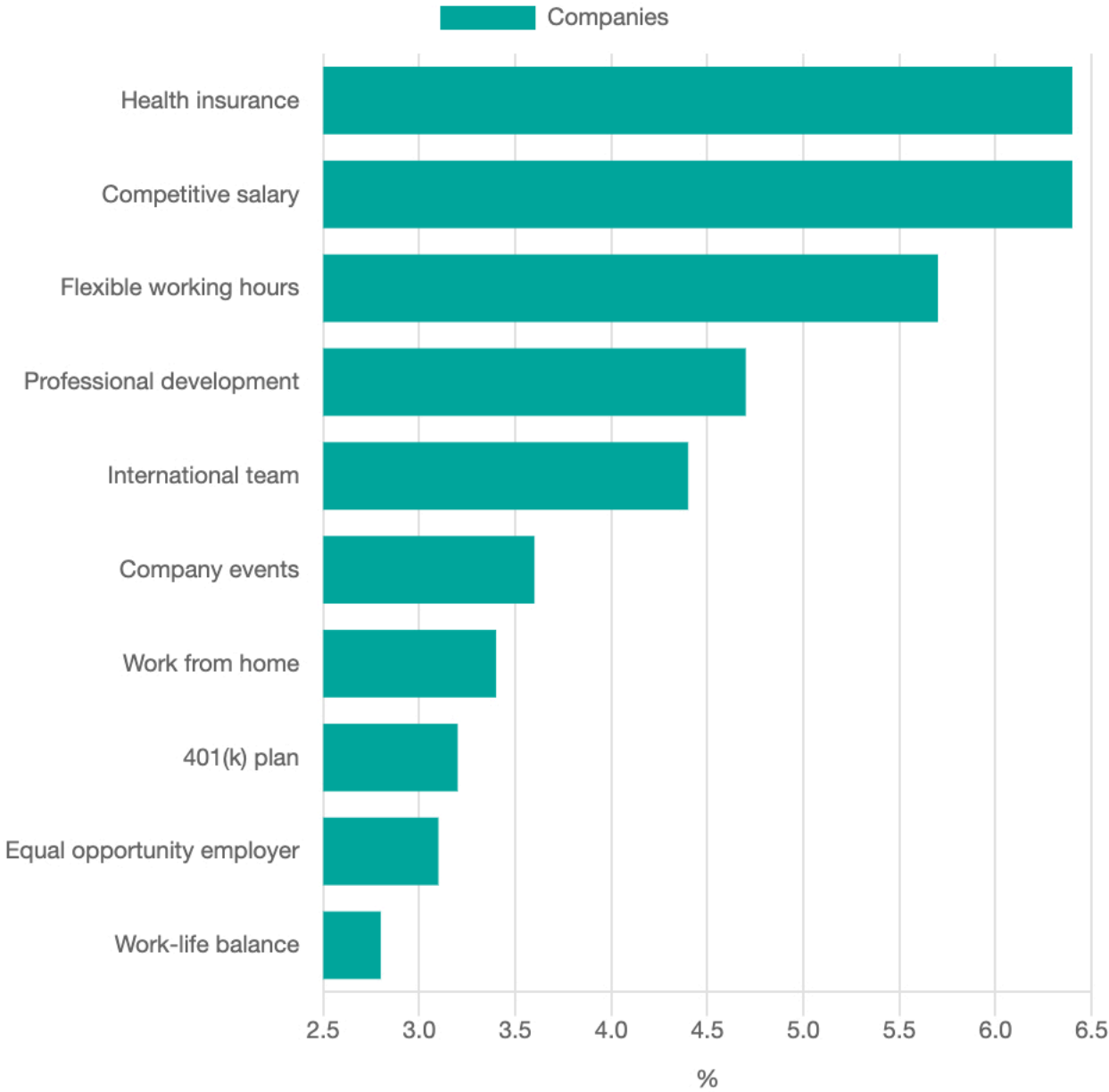
Lower value Higher value

NETHERLANDS

SALARIES & BENEFITS

BENEFITS

Benefits	# Other companies
Health insurance	6.4 %
Competitive salary	6.4 %
Flexible working hours	5.7 %
Professional development	4.7 %
International team	4.4 %
Company events	3.6 %
Work from home	3.4 %
401(k) plan	3.2 %
Equal opportunity employer	3.1 %
Work-life balance	2.8 %



Most popular benefits offered in Netherlands

Salaries. Overview

Position	25th percentile	50th percentile	75th percentile	90th percentile
Android Developer	83800	85700	89000	100800
Backend Developer	73000	74700	81100	83100
Data Engineer	79600	85300	92200	98300
Devops Engineer	97600	102100	117600	130200
Frontend Developer	59800	63300	67500	71200
Full Stack Developer	86200	93600	98500	103600
Java Developer	92900	98000	108000	114600
PHP Developer	67600	71700	73900	77200
Quality Assurance Engineer	85700	90200	98300	107100
IOS Developer	64300	66700	72100	79500

Salaries for senior professionals (EUR)

Lower salaryHigher salary



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

Location

- Netherlands

Professionals analyzed: 21.79M

Job offers analyzed: 4.04M

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

Multiple control steps have been taken to avoid duplication and to ensure salary information is correct and consistent.

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

