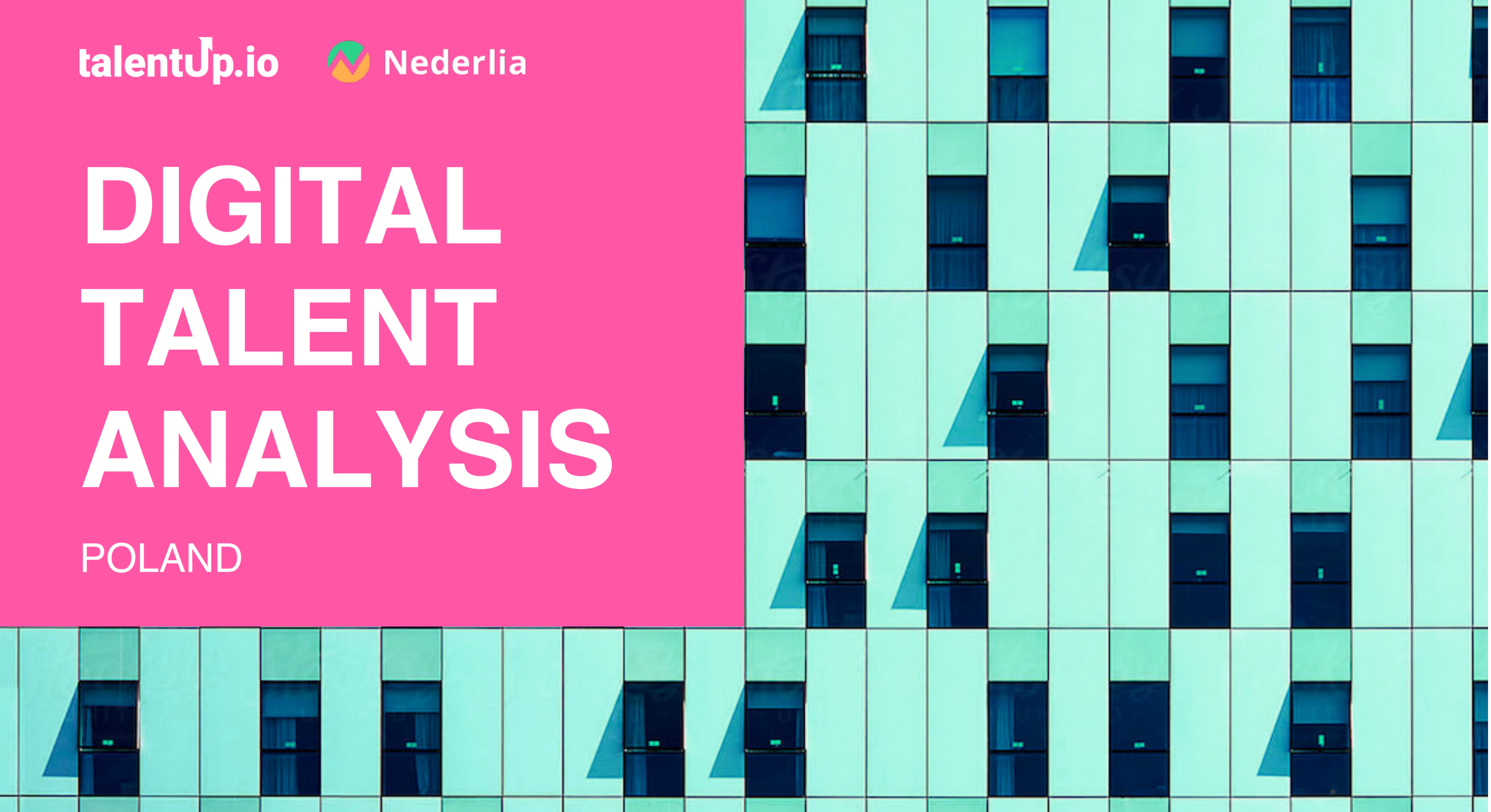
talentUp.io Nederlia

DIGITAL TALENT ANALYSIS

POLAND



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Version 2

> Compensation reflects how individuals are valued in an organization.

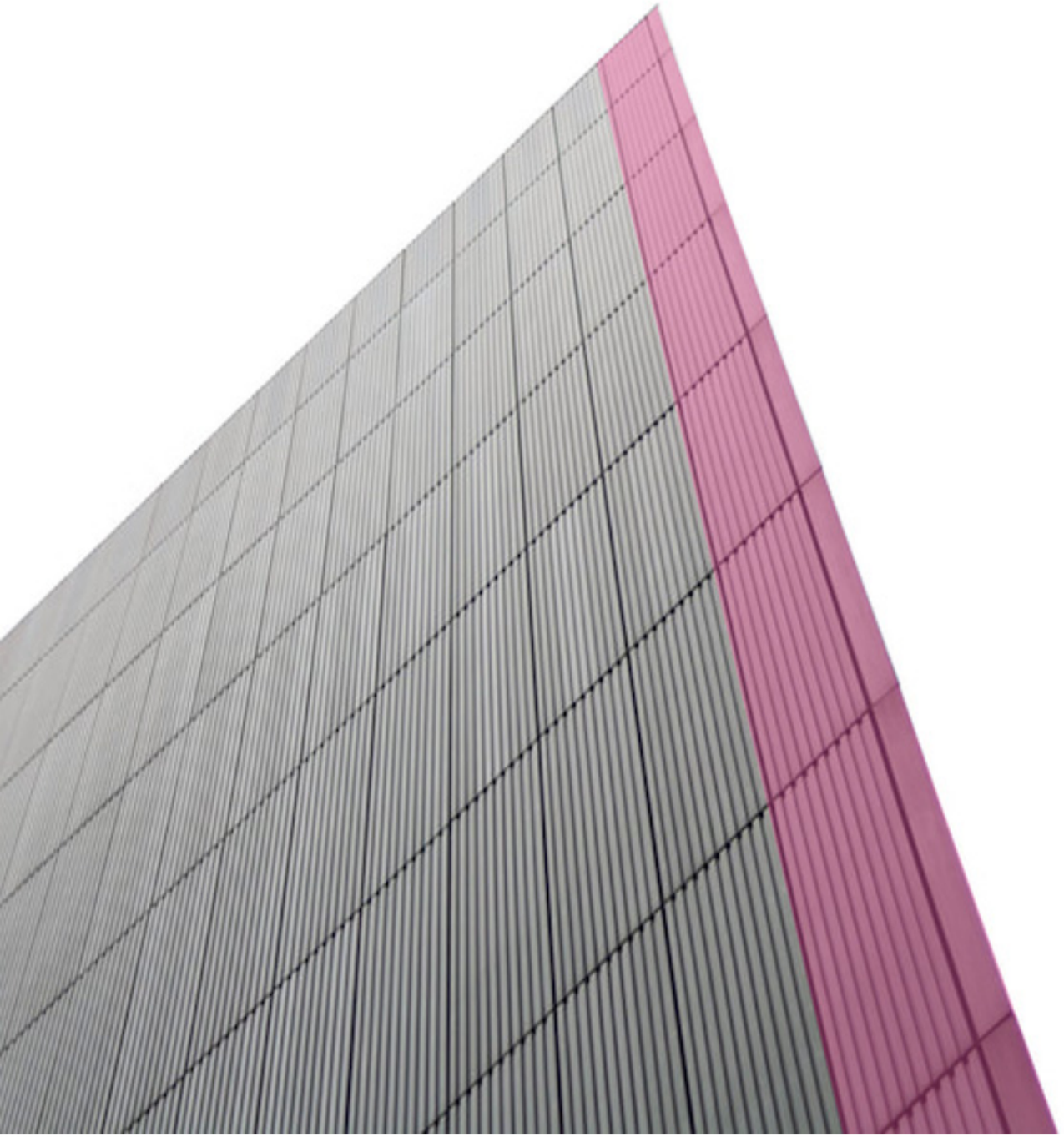
INTRODUCTION

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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10 POSITIONS

ANDROID DEVELOPER

BACKEND DEVELOPER

DATA ENGINEER

DEVOPS ENGINEER

FRONTEND DEVELOPER

FULL STACK DEVELOPER

JAVA DEVELOPER

PHP DEVELOPER

QUALITY ASSURANCE ENGINEER

IOS DEVELOPER

01 LOCATION

POLAND

POLAND

CANDIDATES AND JOB OPENINGS

19,957

CANDIDATES

IT POSITIONS ANALYZED

19,969

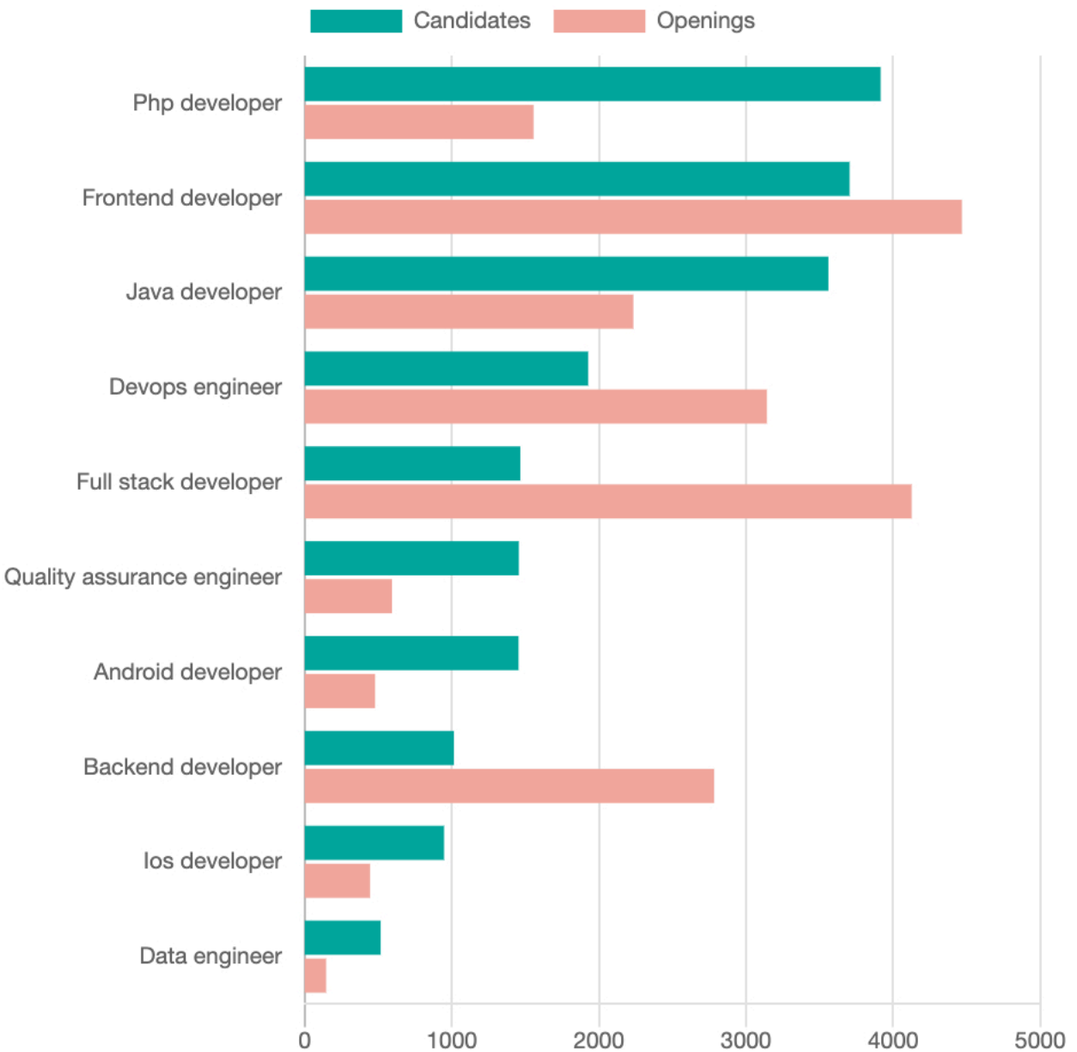
JOB OFFERS

LAST 12 MONTHS

CANDIDATES AND JOB OPENINGS BY POSITION

Position	Candidates	Job openings	Ratio
Php developer	**3,915** (19.62 %)	**1,556** (7.79 %)	2.52
Frontend developer	**3,704** (18.56 %)	**4,468** (22.37 %)	0.83
Java developer	**3,560** (17.84 %)	**2,234** (11.19 %)	1.59
Devops engineer	**1,927** (9.66 %)	**3,142** (15.73 %)	0.61
Full stack developer	**1,466** (7.35 %)	**4,126** (20.66 %)	0.36
Quality assurance engineer	**1,455** (7.29 %)	**593** (2.97 %)	2.45
Android developer	**1,453** (7.28 %)	**478** (2.39 %)	3.04
Backend developer	**1,014** (5.08 %)	**2,783** (13.94 %)	0.36
Ios developer	**947** (4.75 %)	**444** (2.22 %)	2.13
Data engineer	**516** (2.59 %)	**145** (0.73 %)	3.56
Total	**19,957** (100 %)	**19,969** (100 %)	1.0

Ratio = Candidates / Job openings

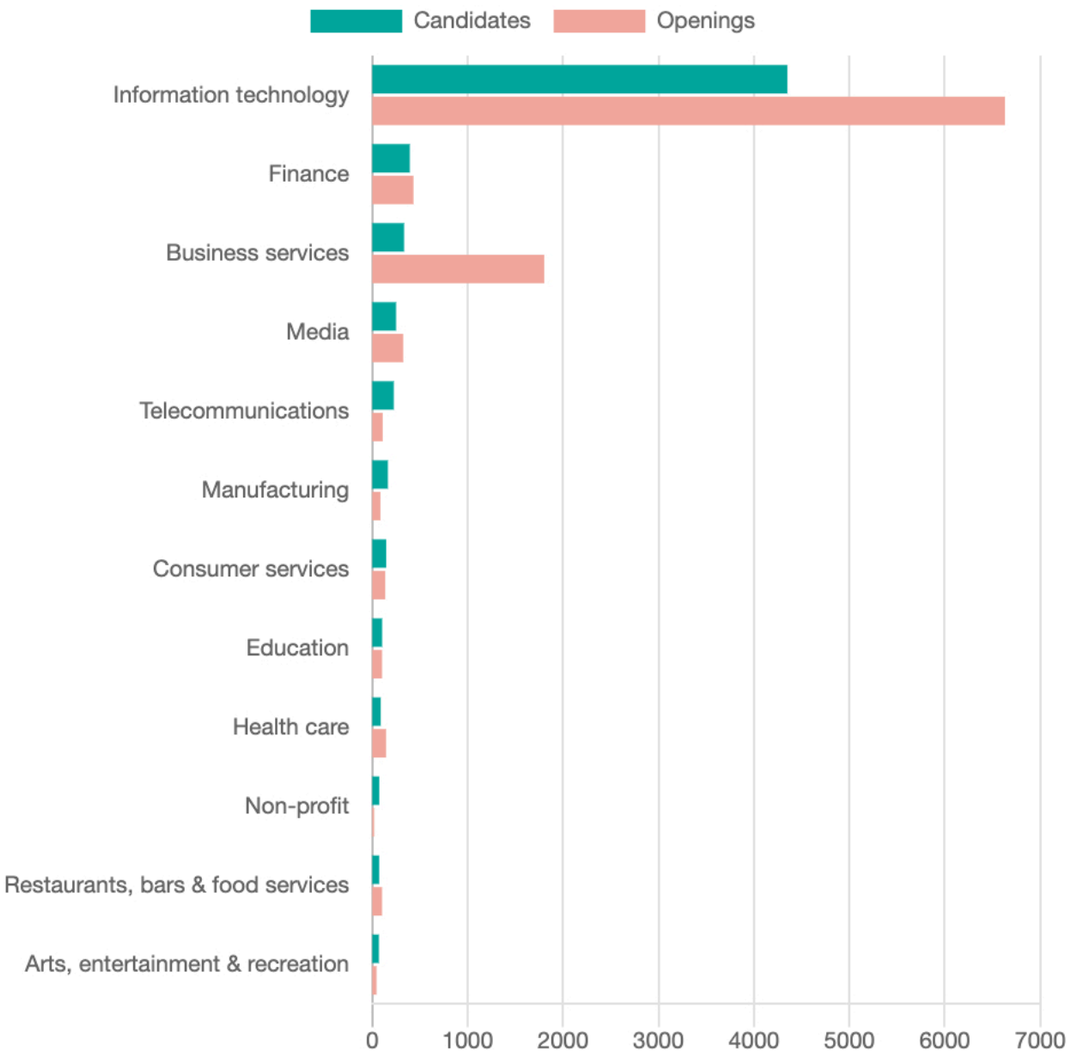


Candidates and job openings by position

CANDIDATES AND JOB OPENINGS BY SECTOR

Sector	Candidates	Job openings	Ratio
Information technology	**4,351** (21.8 %)	**6,630** (33.2 %)	0.66
Finance	**394** (1.97 %)	**432** (2.16 %)	0.91
Business services	**334** (1.67 %)	**1,803** (9.03 %)	0.19
Media	**250** (1.25 %)	**325** (1.63 %)	0.77
Telecommunications	**226** (1.13 %)	**110** (0.55 %)	2.05
Manufacturing	**164** (0.82 %)	**86** (0.43 %)	1.91
Consumer services	**147** (0.74 %)	**136** (0.68 %)	1.08
Education	**104** (0.52 %)	**103** (0.52 %)	1.01
Health care	**89** (0.45 %)	**145** (0.73 %)	0.61
Non-profit	**74** (0.37 %)	**20** (0.1 %)	3.7
Restaurants, bars & food services	**73** (0.37 %)	**103** (0.52 %)	0.71
Arts, entertainment & recreation	**70** (0.35 %)	**45** (0.23 %)	1.56

Ratio = Candidates / Job openings

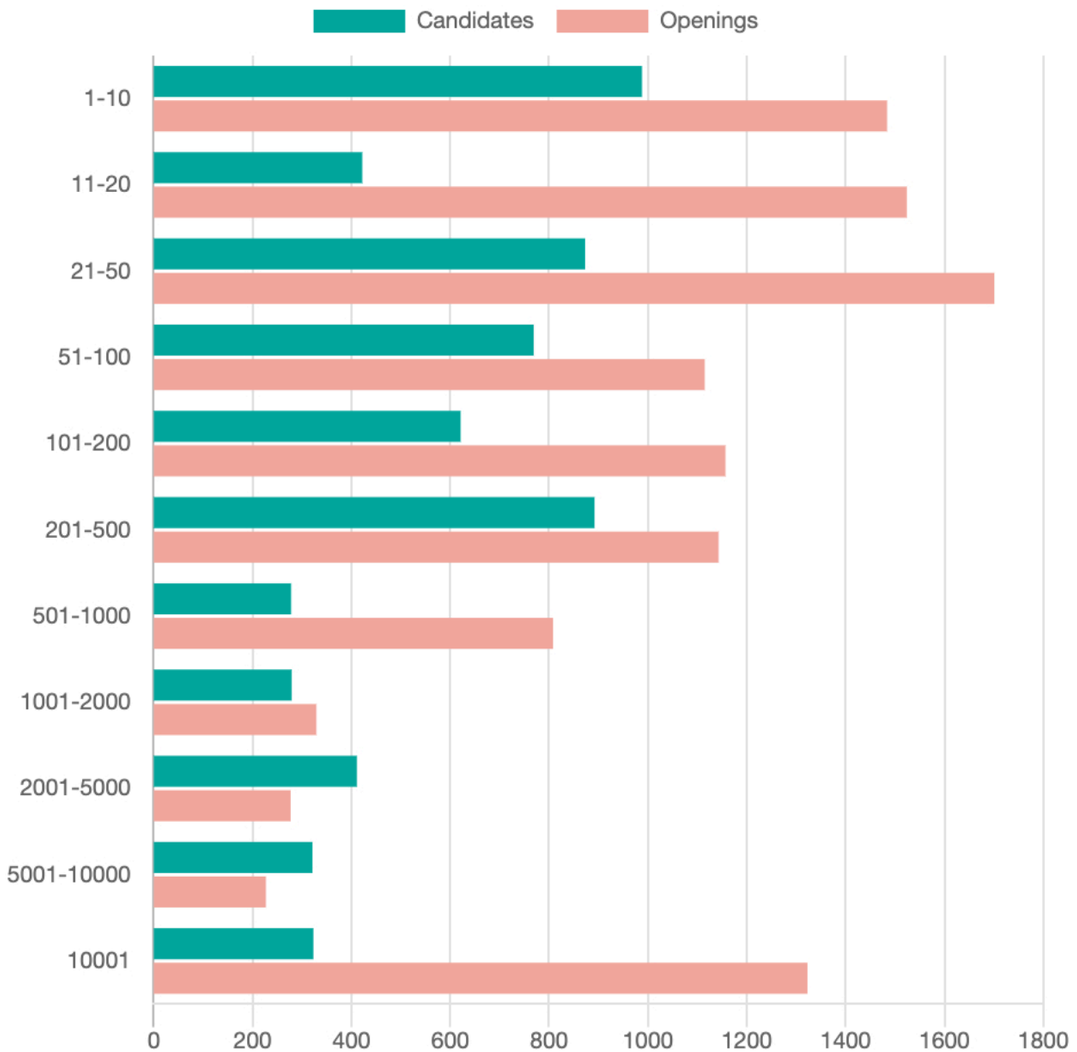


Candidates and job openings by sector

CANDIDATES AND JOB OPENINGS BY COMPANY SIZE

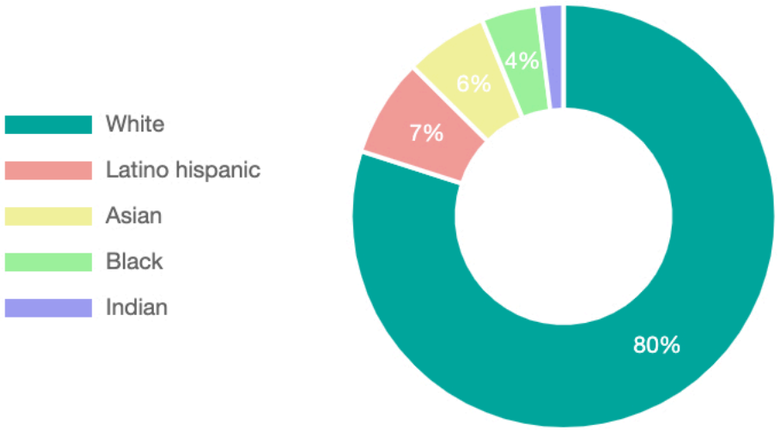
Company size	Candidates	Job openings	Ratio
1-10	**988** (4.95 %)	**1,484** (7.43 %)	0.67
11-20	**422** (2.11 %)	**1,524** (7.63 %)	0.28
21-50	**873** (4.37 %)	**1,701** (8.52 %)	0.51
51-100	**769** (3.85 %)	**1,115** (5.58 %)	0.69
101-200	**621** (3.11 %)	**1,157** (5.79 %)	0.54
201-500	**892** (4.47 %)	**1,143** (5.72 %)	0.78
501-1000	**278** (1.39 %)	**808** (4.05 %)	0.34
1001-2000	**279** (1.4 %)	**329** (1.65 %)	0.85
2001-5000	**411** (2.06 %)	**277** (1.39 %)	1.48
5001-10000	**321** (1.61 %)	**227** (1.14 %)	1.41
10001	**323** (1.62 %)	**1,323** (6.63 %)	0.24

Ratio = Candidates / Job openings



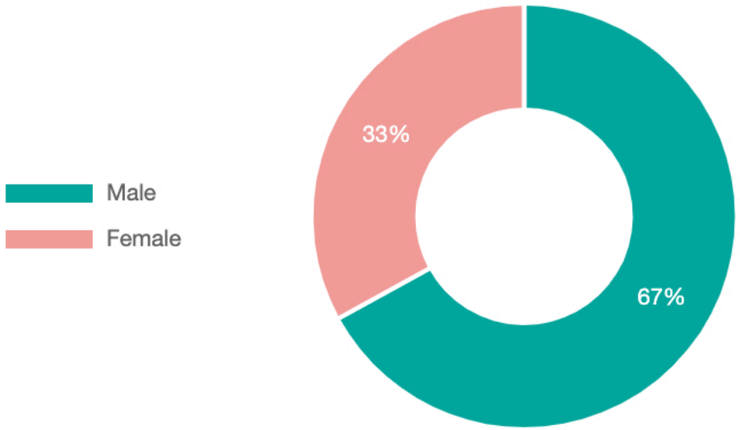
Candidates and job openings by company size

RACE



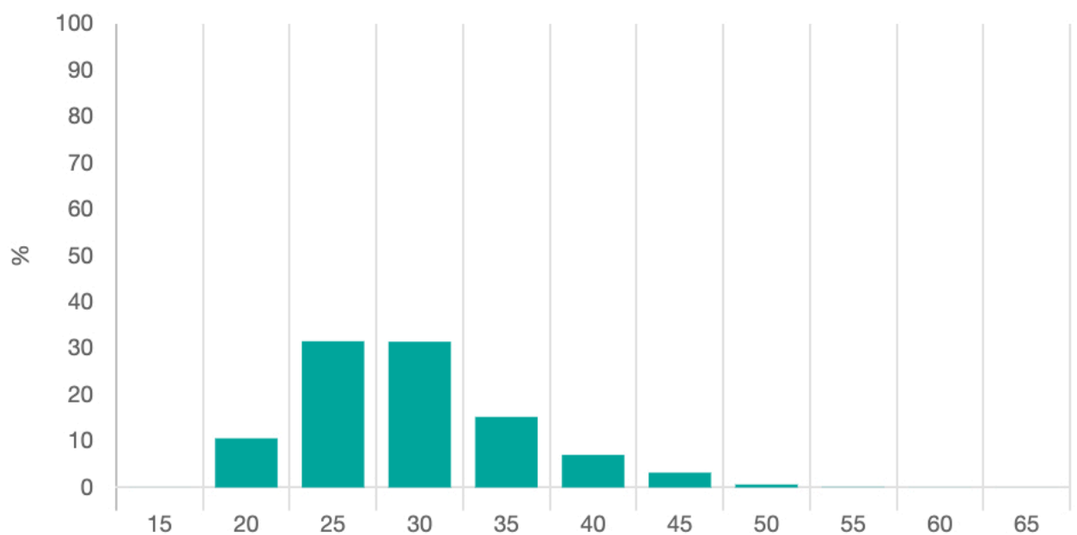
Percentage professionals by race

GENDER



Percentage of professionals by gender

AGE



Number of professionals by age

DIVERSITY BY POSITION

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

Gender and average age by role

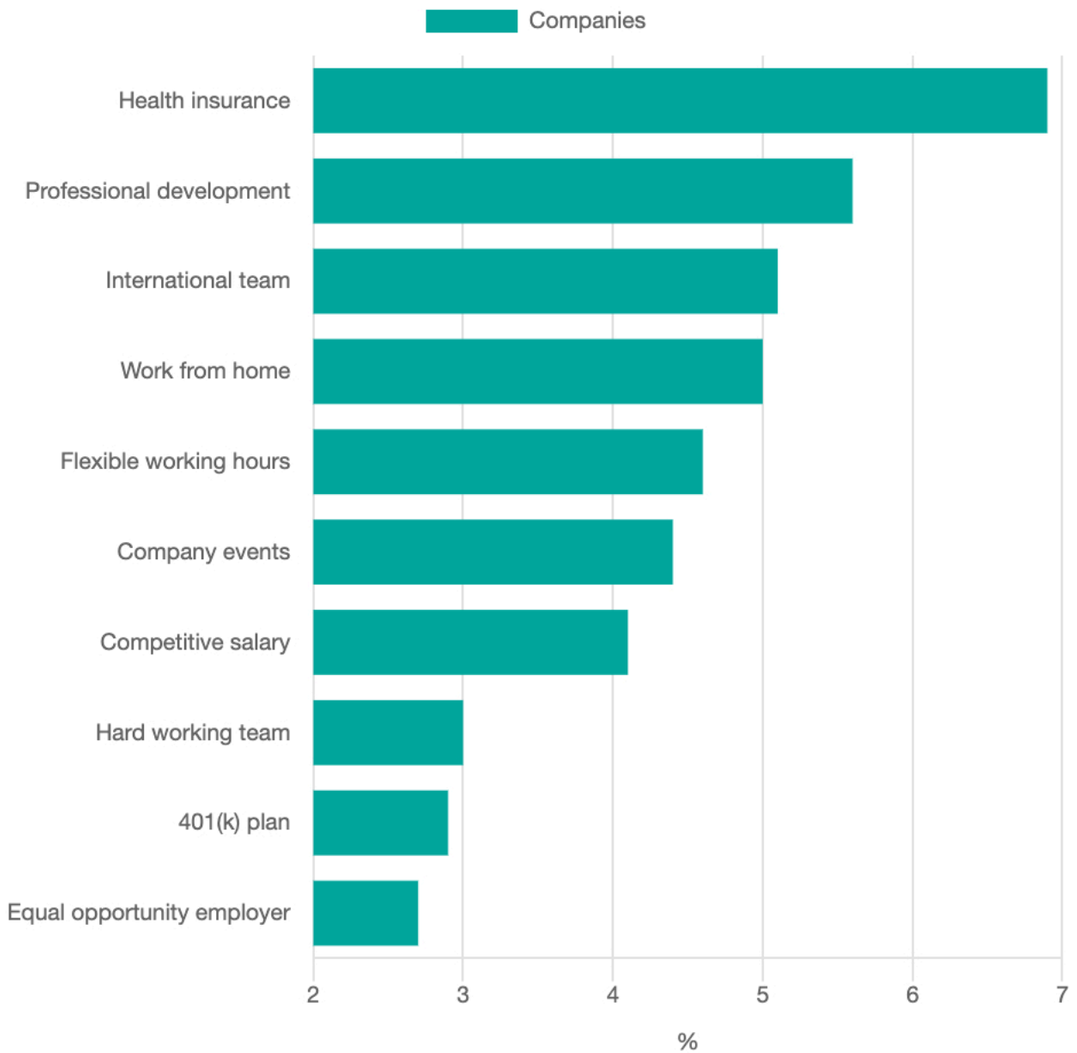
Lower value Higher value

POLAND

SALARIES & BENEFITS

BENEFITS

Benefits	# Other companies
Health insurance	6.9 %
Professional development	5.6 %
International team	5.1 %
Work from home	5.0 %
Flexible working hours	4.6 %
Company events	4.4 %
Competitive salary	4.1 %
Hard working team	3.0 %
401(k) plan	2.9 %
Equal opportunity employer	2.7 %



Most popular benefits offered in Poland

SALARIES. OVERVIEW

Position	25th percentile	50th percentile	75th percentile	90th percentile
Android Developer	41800	45500	50200	55000
Backend Developer	45200	47800	52000	53800
Data Engineer	40800	47400	50200	57900
Devops Engineer	43800	48800	50600	52000
Frontend Developer	52800	55400	57800	59800
Full Stack Developer	40500	42000	43600	45600
Java Developer	41800	51200	69200	83200
PHP Developer	32600	36800	38600	41200
Quality Assurance Engineer	42400	42800	44000	45600
IOS Developer	35800	36800	38800	41800

Salaries for senior professionals (EUR)

Lower salary Higher 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

Poland

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 x 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 Tech Talent 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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