talent.io

European Tech Salary Report.

2022 Edition

Introduction.

After a difficult year in 2020 due to the pandemic, the tech recruitment market bounced back in 2021. Demand for and hiring of tech professionals are on the rise again, as are salaries, which have reached — or even overtaken — pre-crisis levels.

Remote work and hybrid organisations are the norm in a very large number of tech companies in Europe, and the freelance market has continued to grow.

Why this study?

This study has been carried out for use by tech professionals. We have analysed over 100,000 job offers in order to answer these **two questions:**

01. Developers, Data Specialists, Product Managers, DevOps, CTOs... **What salary can you expect?**

02. Tech recruiters, what **salaries do you need to offer in order to be competitive?**

After reading this study, you will know more about:

✓ The median salaries of developers in Europe according to their experience and their location

✓ Median salaries of other tech profiles (in Paris)

✓ The most sought-after technologies and roles for recruiters

✓ The average daily rate of tech freelancers

✓ The rapid expansion of remote working in tech

Methodology.

Our study is compiled from the analysis of over 100,000 **contact requests** made on talent.io and is based on **median salaries.**

What are contact requests?

talent.io is a reverse recruitment platform.

In a nutshell, we have changed the traditional method of hiring a tech specialist. Traditionally, candidates apply to job offers. On talent.io, the opposite is true: companies apply to our selection of qualified candidates.

These applications are called **contact requests.** This report is based on these contact requests, which tell us a lot about trends in the market.

Why are contact requests relevant for our analysis?

Firstly, contact requests are more specific than traditional applications. A contact request is sent by a recruiter who thinks that a candidate may meet their needs. It is more precise than a random application on a job board. Secondly, a contact request is a very specific document, which includes the following elements:

✔ Career path (e.g., "Development")

✔ The role within that career path (e.g. "Backend Developer")

✔ A salary range for the position

✔ The list of technologies required

When we cross this data with the anonymised information from the profile of a candidate, we are able to precisely answer questions like: "**how many contact requests do senior full stack developers receive on average?**" or "**what is the median salary of a junior data scientist in 2021?**".

Why median salaries and not average salaries?

Averages are more sensitive to specific cases, i.e. unusually high or low values. We wanted to avoid a small number of people with very high or very low salaries skewing the average salary. We therefore opted for an analysis of median salaries, which are less impacted by these extreme cases.

It is important to note that this report assesses salaries and not total remuneration packages. Therefore, other advantages that an employee may receive are not taken into account here.

Areas covered by the study.

talent.io operates in Europe, mainly in the following cities:

Paris, Lyon, Toulouse, Lille, Bordeaux, Munich, Hamburg, Berlin, Amsterdam, Brussels, London.

✔ Positions that involve 100% remote work are also covered on our platform

✔ Therefore, the analysis focuses on typical salaries in these cities and for remote work anywhere in Europe

✔ However, with more data for France, we examine the French market in greater detail.

Jobs covered by the study.
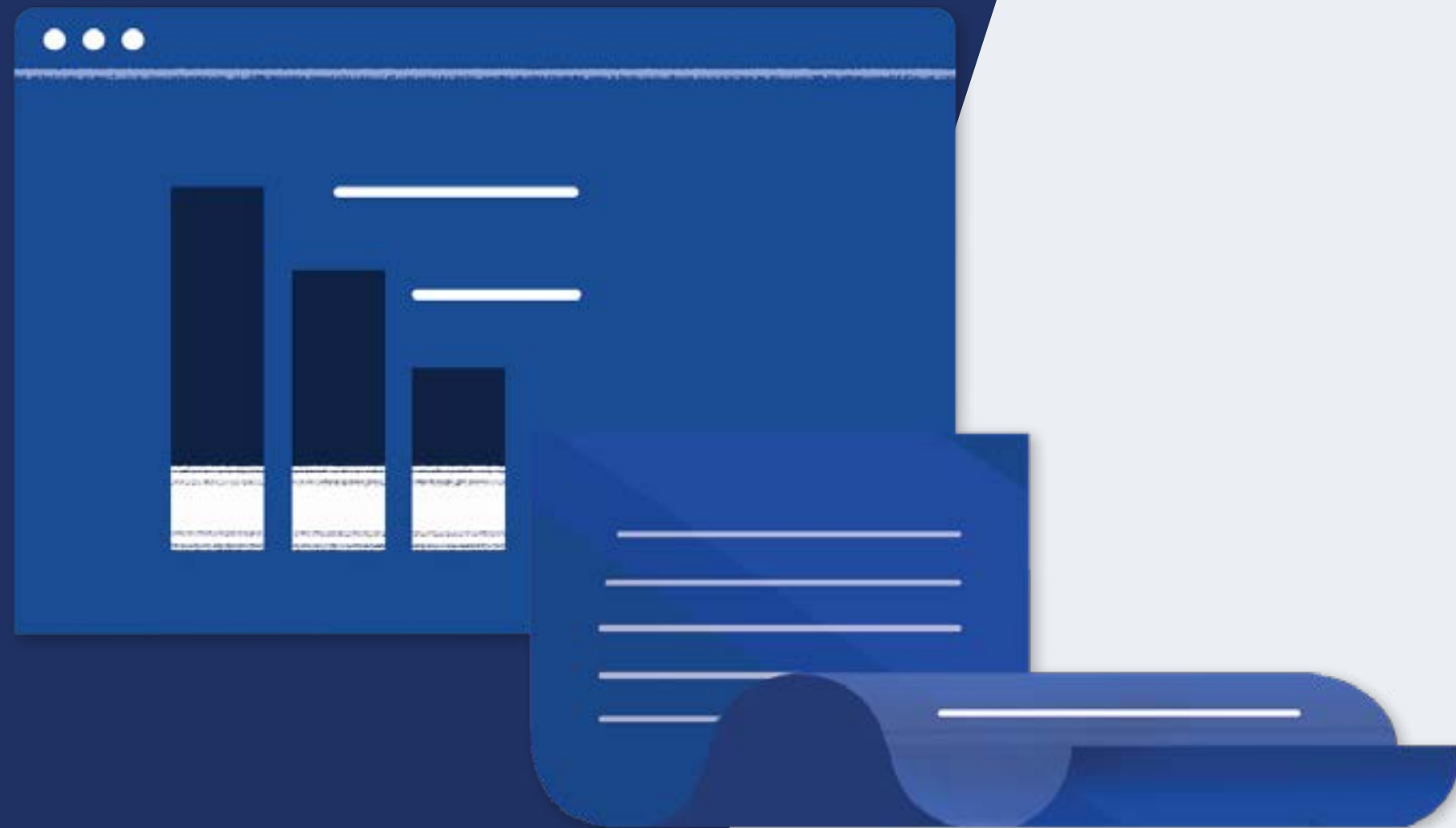
Our study on salaries mainly covers the position of developer - including:

- ✓ **Frontend developers**
- ✓ **Backend developers**
- ✓ **Full stack developers**
- ✓ **Lead developers**
- ✓ **Mobile developers**

In Paris, the talent.io activity offers us enough data to analyse salaries linked to additional tech skills. Therefore, remuneration for data specialists, product specialists, devOps, and managers are also analysed for the Paris market.

Table of contents.

Click on a title to jump to the section.
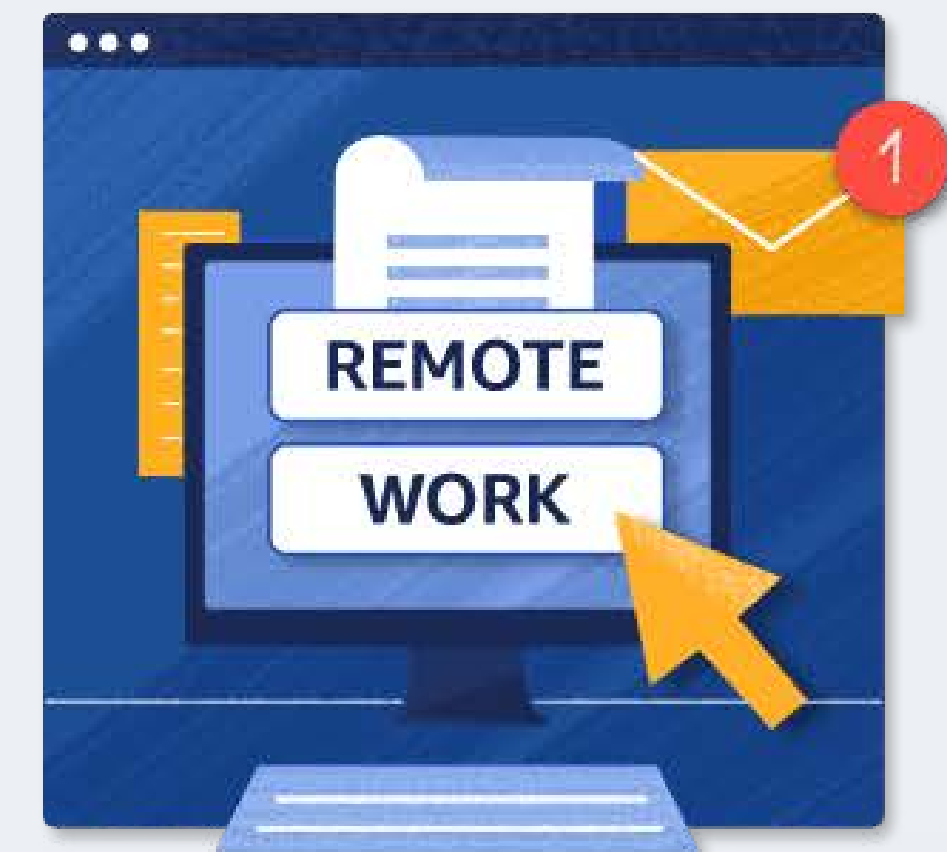
talent.io

01.

Median salaries of developers in Europe.

Salary map

Here are the median salaries for developers who found a job through talent.io in 2021, for all experience levels.

London
£55,000

Amsterdam
€53,000

Hamburg
€60,000

Berlin
€60,000

Lille
€40,000

Brussels
€48,000

Paris
€47,500

Munich
€60,000

Bordeaux
€40,000

Lyon
€41,000

Toulouse
€41,000

Median salaries for **developers in Europe** according to experience.

	0-1 years	2-3 years	4-6 years	7+ years
Paris	€40,000	€45,000	€50,000	€57,500
Berlin	€50,000	€55,000	€62,500	€69,500
London	£35,000 (approx. €41k)	£50,000 (approx. €58k)	£60,000 (approx. €70k)	£65,000 (approx. €76k)
Amsterdam	€40,000	€45,000	€55,000	€63,500
Brussels	€36,000	€40,000	€49,000	€59,000
Munich	€47,500	€57,500	€62,000	€70,000
Hamburg	€45,000	€55,000	€60,000	€70,000
Lille	€33,000	€35,000	€42,000	€45,000
Lyon	€35,000	€39,250	€42,500	€46,900
Bordeaux	€34,000	€40,000	€43,000	€52,500
Toulouse	€35,000	€37,500	€41,500	€45,000

Most sought-after backend technologies

Here are the most **sought-after backend technologies** (language + environment/framework) in 2021 by recruiters in Europe on talent.io.

United Kingdom

1. **JS** Javascript (Node.js)
2. Python (Django)
3. Java (Spring)
4. **GO** Go

The Netherlands

1. **JS** Javascript (Node.js)
2. Python (Django)
3. Java (Spring)
4. **GO** Go

Belgium

1. Python (Django)
2. **JS** Javascript (Node.js)
3. **GO** Go
4. Java (Spring)

Germany

1. **JS** Javascript (Node.js)
2. Java (Spring)
3. Python (Django)
4. **GO** Go

France

1. **JS** Javascript (Node.js)
2. Java (Spring)
3. Python (Django)
4. **php** PHP (Symfony)

Most sought-after frontend technologies

Here are the most **sought-after frontend technologies** in 2021 by recruiters in Europe on talent.io.

United Kingdom
1. React.js
2. Vue.js
3. Angular2

The Netherlands
1. React.js
2. Vue.js
3. Angular2

Belgium
1. React.js
2. Vue.js
3. Angular2

Germany
1. React.js
2. Vue.js
3. Angular2

France
1. React.js
2. Angular2
3. Vue.js

Key
takeaways.

🚩 London offers the best salaries for developers followed by the German cities (Hamburg Berlin, and Munich).

🚩 The most sought-after frontend technologies are React. js, Vue.js, and Angular.

🚩 The most sought-after backend technologies are Node. js, Java (Spring), and Python (Django).

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02.

Salaries in France

Methodology.

For this analysis, we decided to separate Paris from the rest of France.

There are two reasons for this choice.

01.
The Paris market differs from that of other cities.

The cost of living and salaries are higher. So, it makes sense to carry out separate analyses.

02.
We have more data on the tech market in Paris than in other French cities.

We are able to analyse more tech positions in Paris; for all other French cities, the focus is the developer role.

Part 1 of the analysis in France covers salaries for developers in France (Paris, Lyon, Toulouse, Bordeaux, Lille).

Part 2 covers salaries for tech profiles (developers, data specialists, product specialists, devOps, and managers) in Paris.

Part 01.

Development jobs in France.

After a difficult 2020, demand for developers is up and their salaries are on the rise again. This is presented below.

01. Market demand in France

02. Analysis of salaries for developement in France

03. Key takeaways

Market demand in France.

Our analysis of demand is based on contact requests made on our platform.

A contact request is made when a company contacts a candidate that they would like to meet. This represents an invitation to begin the recruitment process.

After a clear drop in the average number of contact requests per candidate in 2020, demand is on the rise again in France. In Paris, each candidate on talent.io receives, on average, 9.5 contact requests. Outside Paris, each candidate receives, on average, 5.2 contact requests, which represents a clear increase compared to previous years.

Number of contact requests per candidate on talent.io
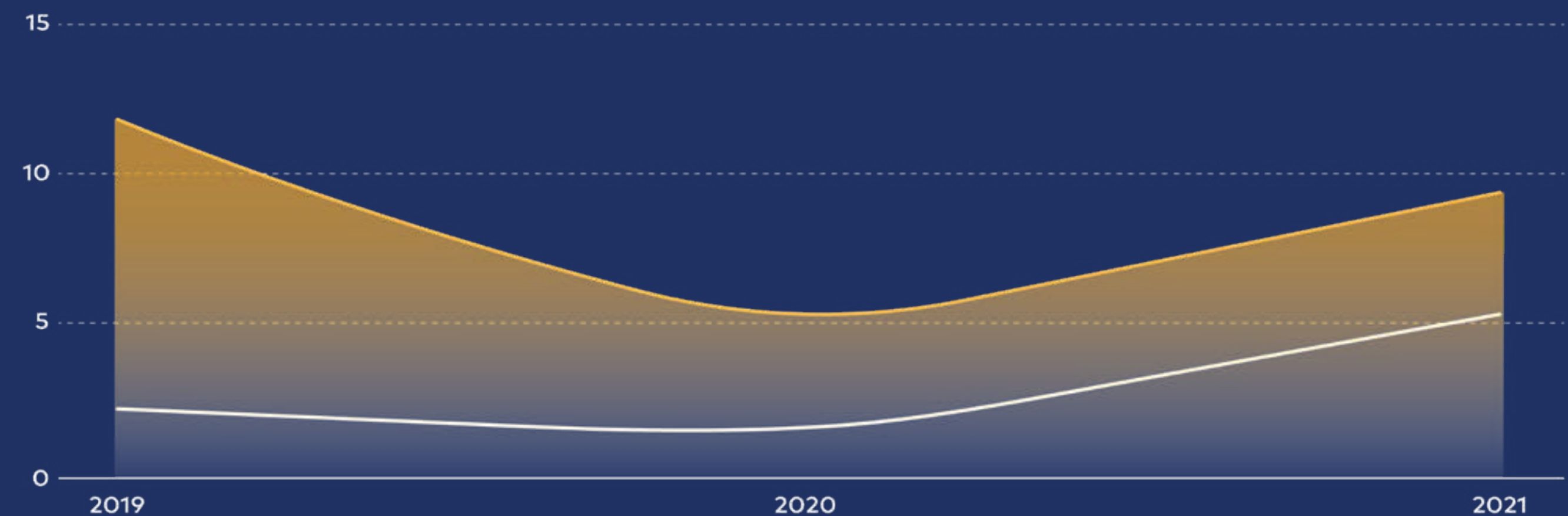
How to read this chart.
In Paris, jobseekers receive, on average, 9.5 interview requests on **talent.io.**

Paris
Outside Paris

The most sought-after roles in France.

In the French cities where we operate, companies seem to focus on full stack profiles.

The most sought-after roles **in Paris**

Role	Percentage of contact requests
Full stack developer	28%
Backend developer	12%
Frontend developer	8%

The most sought-after roles **outside Paris**

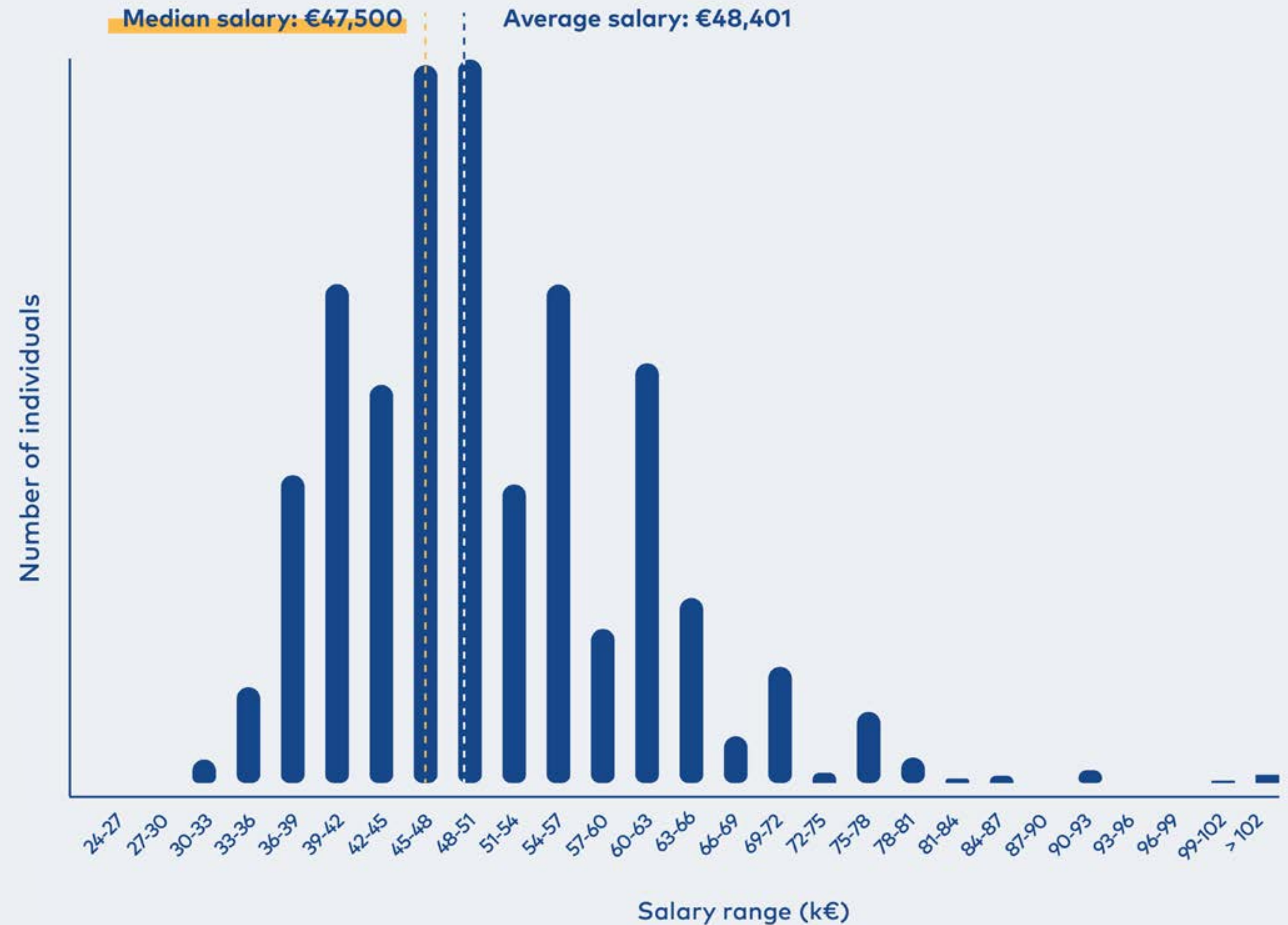| Role	Percentage of contact requests
Full stack developer	30%
Backend developer	15%
Frontend developer	14%

How to read this chart.
28% of contact requests in Paris are for full stack developers.

Analysis of salaries for **development** jobs in France.

The median salary in Paris reached 47,500€ in 2021, up from 46,000€ in 2020.
Post-COVID-19 economic recovery could be behind this increase, as could the dynamic environment of tech start-ups in Paris in 2021.

Distribution of developers' salaries in **Paris**

Median salary: €47,500   Average salary: €48,401

Number of individuals

Salary range (k€)

24-27 · 27-30 · 30-33 · 33-36 · 36-39 · 39-42 · 42-45 · 45-48 · 48-51 · 51-54 · 54-57 · 57-60 · 60-63 · 63-66 · 66-69 · 69-72 · 72-75 · 75-78 · 78-81 · 81-84 · 84-87 · 87-90 · 90-93 · 93-96 · 96-99 · 99-102 · > 102
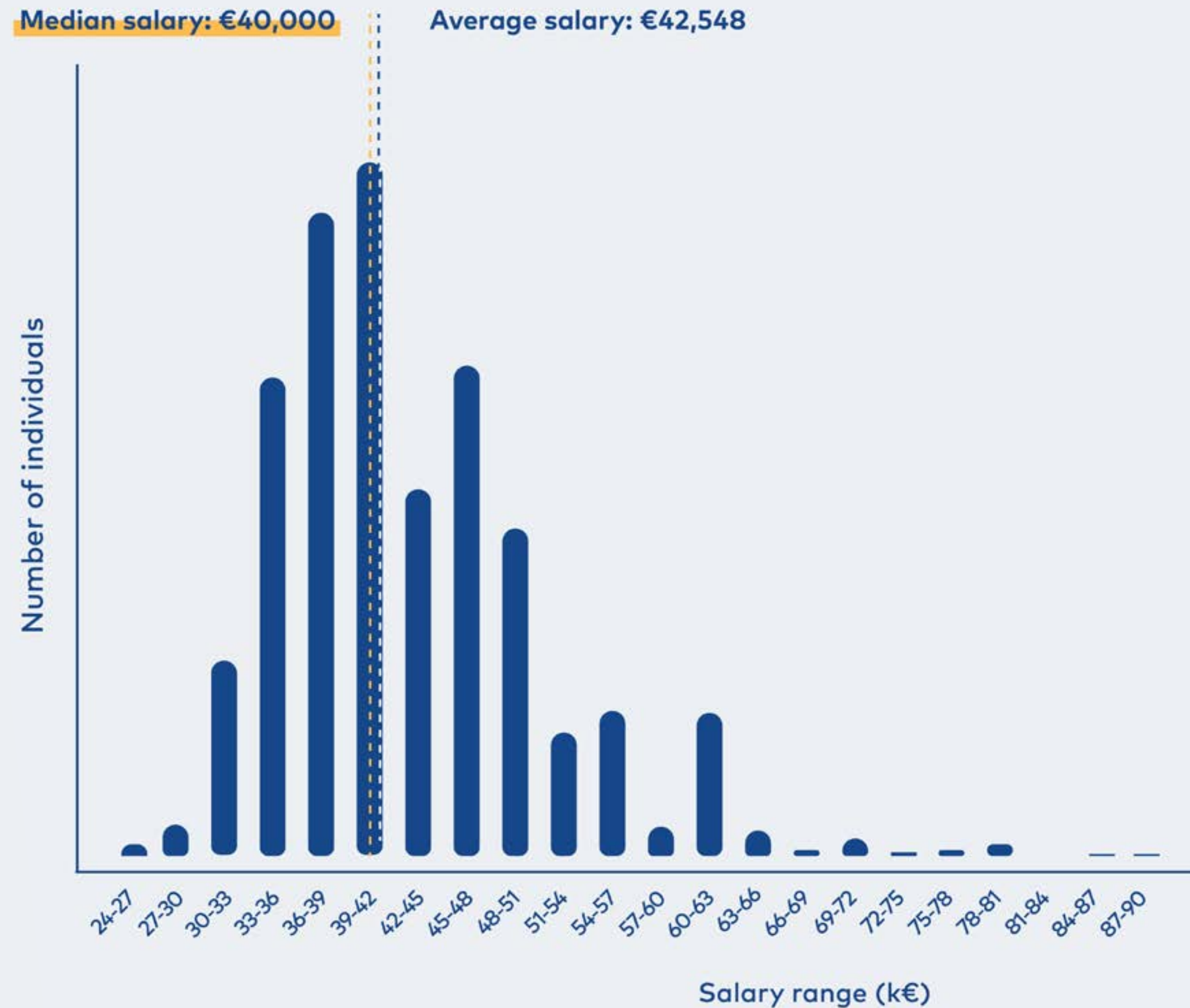
Analysis of salaries for **development** jobs in France.

The median salary remains stable, at 40,000€ per annum (note: in this period, the average salary increased by 4%, up from 40,730€ in 2020 to 42,500€ in 2021).

Distribution of developers' **salaries outside of Paris**

Median salary: €40,000   Average salary: €42,548

Number of individuals

Salary range (k€)

24-27 27-30 30-33 33-36 36-39 39-42 42-45 45-48 48-51 51-54 54-57 57-60 60-63 63-66 66-69 69-72 72-75 75-78 78-81 81-84 84-87 87-90

Salary progression in development jobs over a career.

Salaries in France

Median annual salaries of **developers in France** according to their seniority

	0 - 1 years	2 - 3 years	4 - 6 years	7+ years
Paris	€40,000	€45,000	€50,000	€57,500
Lille	€33,000	€35,000	€42,000	€45,000
Lyon	€35,000	€39,250	€42,500	€46,900
Bordeaux	€34,000	€40,000	€43,000	€52,500
Toulouse	€35,000	€37,500	€41,500	€45,000

Section 2 - Part 1 - Development jobs in France

Developers salaries' progression.

Let's take a closer look at the salaries for each role:

- ✔ Frontend
- ✔ Backend
- ✔ Full Stack
- ✔ Lead
- ✔ Mobile
- ✔ Software Architect

Median annual salaries **in Paris** based on roles and seniority

	Front-end	Back-end	Full stack	Lead	Mobile	Software architect
0 - 1 years	€40,000	€40,000	€40,000	-	€38,250	-
2 - 3 years	€45,000	€45,000	€45,000	€50,000	€45,000	-
4 - 6 years	€50,000	€51,500	€50,000	€55,000	€55,000	€55,000
7 + years	€55,000	€57,500	€57,500	€62,500	€59,500	€72,000

Median annual salaries **outside of Paris** based on roles and seniority

	Front-end	Back-end	Full stack	Lead	Mobile	Software architect
0 - 1 years	€35,000	€35,500	€35,000	-	-	-
2 - 3 years	€39,000	€38,000	€40,000	€40,000	-	-
4 - 6 years	€43,000	€44,000	€45,000	€45,000	€46,500	-
7 + years	€44,250	€45,000	€50,000	€51,500	€52,000	€60,000

Salary progression of developers over the last 3 years.

Salaries of developers in Paris have been relatively stable since 2019. There was a slight decrease in 2020, which was more apparent for junior profiles and most likely linked to the pandemic.

In 2021, salaries for juniors picked up again, as did remuneration for the more experienced profiles (7+ years), where salaries overtook pre-pandemic levels.

Salary progression for **development jobs in Paris** over the last 3 years

	2019	2020	2021
0 - 1 years	€40,000	€39,000	€40,000
2 - 3 years	€45,000	€45,000	€45,000
4 - 6 years	€52,000	€50,000	€50,000
7 + years	€55,000	€55,000	€57,500

Salary progression of developers over the last 3 years.

Outside of Paris, there is a notable decrease in pay at the height of the COVID crisis. Only profiles with 7 years experience or more seem to have been spared with regard to this phenomenon.

In 2021, salaries have increased for all experience levels and are even slightly higher than pre-pandemic levels.

Salary progression for **development jobs outside of Paris** over the last 3 years

|	2019	2020	2021
0 - 1 years	€34,000	€34,000	€35,000
2 - 3 years	€37,500	€36,500	€38,000
4 - 6 years	€42,500	€40,000	€43,000
7 + years	€45,000	€45,000	€47,500

Key takeaways.

Companies based in France have now started recruiting again, at the same level as before the pandemic.

Full Stack profiles are the most sought-after in France.

Overall, developers' salaries are on the rise all over France, for all experience levels. In many cases, they have surpassed pre-Covid levels.
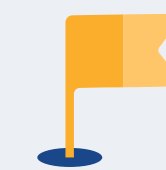
Developers based in Paris earn around 20% more than in the regions.

The median salary for developers has increased by 5% in Paris compared to 2020, now reaching €47,500. Outside of Paris, it remains stable at €40,000, but the 4% average increase may indicate a rising trend.

Part 02.

Other tech jobs in Paris.

talent.io is not restricted to development jobs. We also help other profiles to find jobs, such as Data specialists, Product specialists, DevOps, or even Team Managers/Executives.

Therefore this part of the study aims to provide an analysis of the salaries and the demand in these different areas.

> We have more detailed data on the market in Paris than that of the regions, therefore this section will focus solely on the capital.

01. Market demand in Paris

02. Analysis of salaries of tech experts in Paris
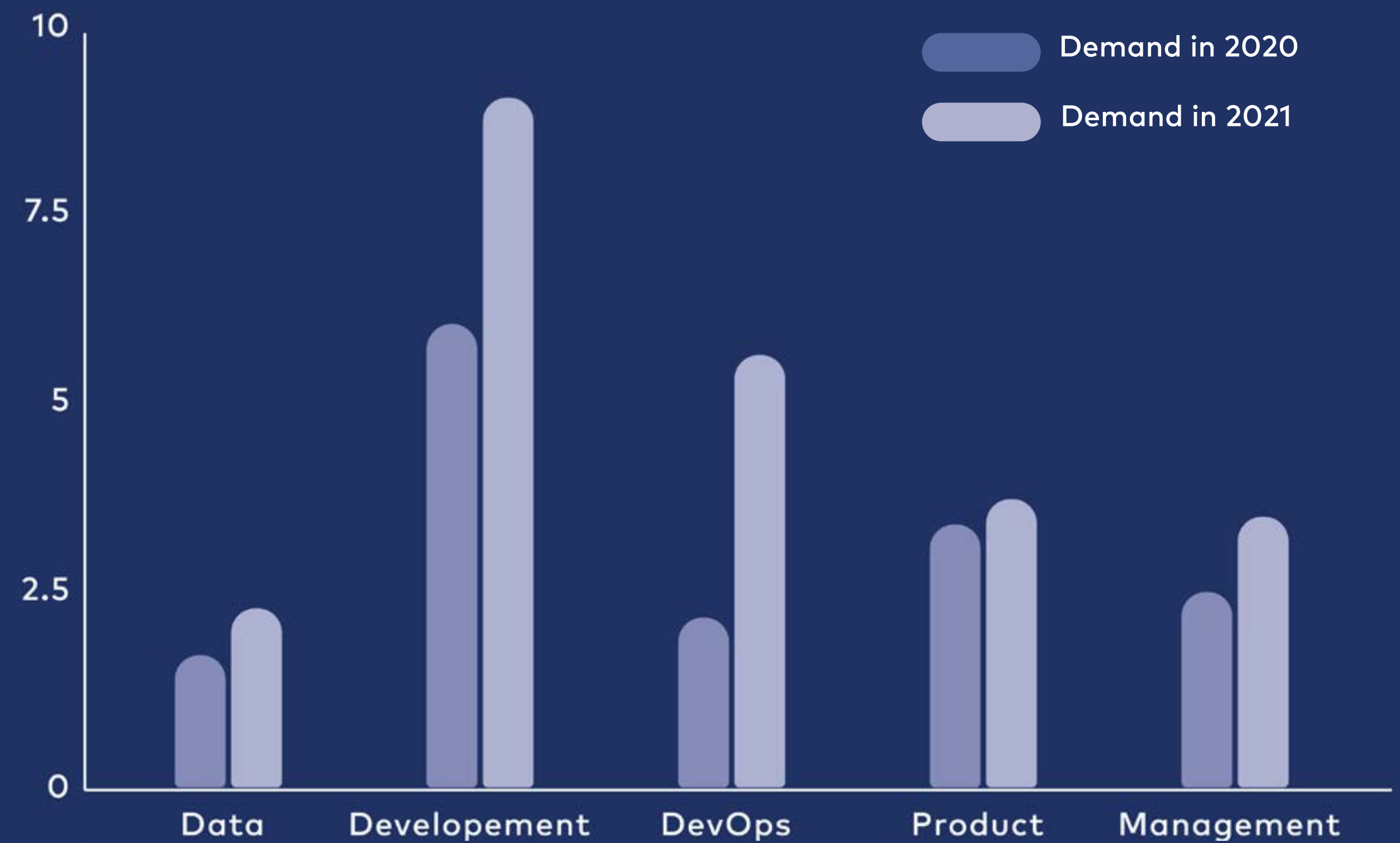
03. Key takeaways

Market demand in Paris.

Developer profiles are those that receive the most contact requests on talent.io, followed by DevOps, Product, Management and Data.

However, all tech profiles in Paris saw an increase in demand in 2021.

Avererage number of contact requests per candidate in Paris by career path


Demand in 2020

Demand in 2021

Analysis of tech experts' salaries in Paris.

The analysis of salaries for tech jobs in Paris can be carried out in 2 different ways:

By career path: Development, Product, Data, Infrastructure and Executives are the main groups of jobs that we will compare median salaries of.

By role: These are the jobs which make up each of the career paths above. For example, for the career path "development," one of the roles would be "frontend developer."

Median salaries for each **career path**, according to seniority

Years of experience: 0-1 2-3 4-6 7
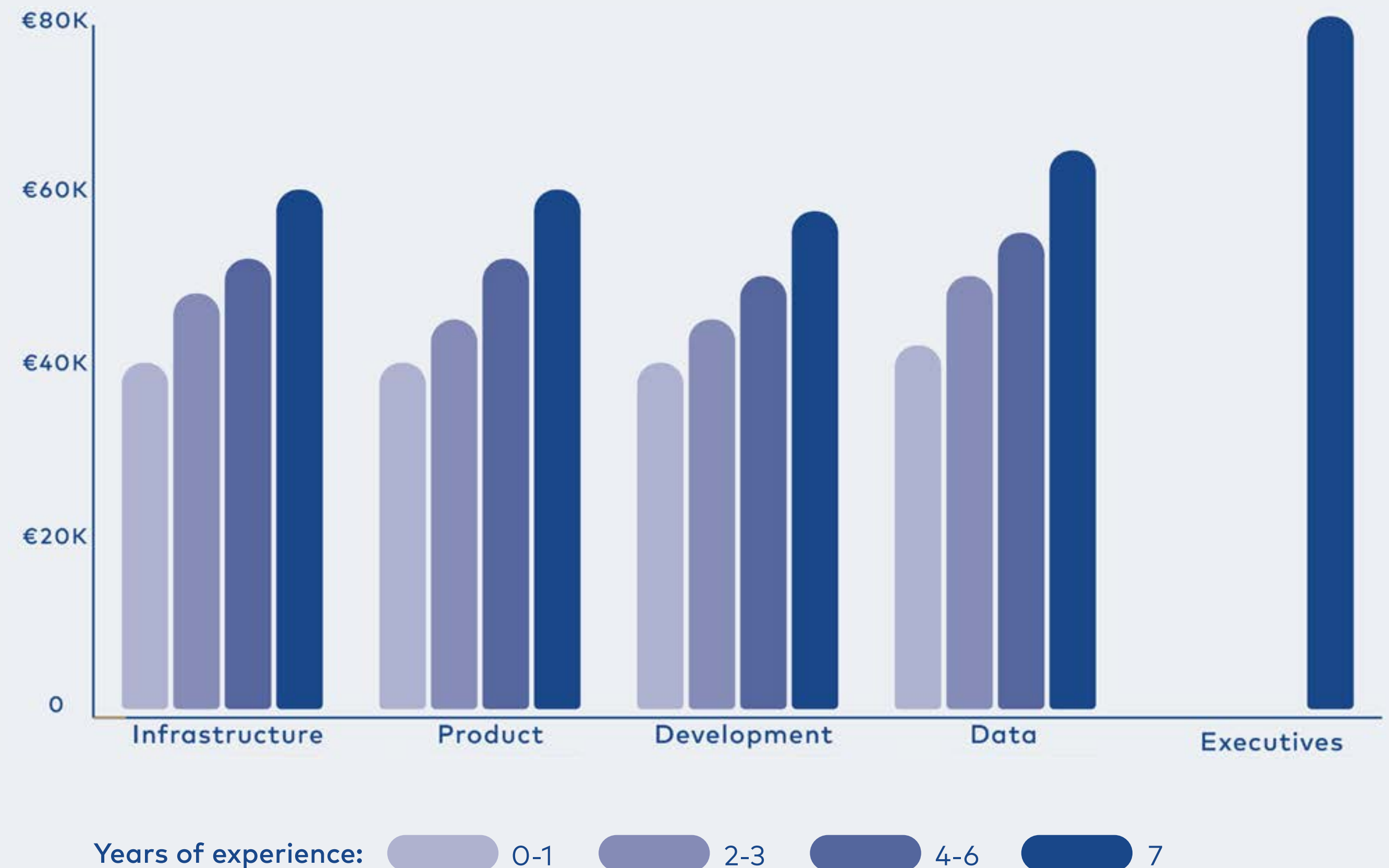
Analysis of tech experts' salaries in Paris.

The career path "Data" seems to be set apart
in Paris, with higher salaries for all levels of experience, including Junior profiles.

Salaries of the most experienced Data

profiles (7+ years) also stand out against those of their colleagues in other career paths.

Median salaries for **each career path**

	Infrastructure	Product	Developement	Data	Executives
0 - 1 years	€40,000	€40,000	€40,000	€42,000	-
2 - 3 years	€48,000	€45,000	€45,000	€50,000	-
4 - 6 years	€52,000	€52,000	€50,000	€55,000	-
7 + years	€60,000	€60,000	€57,500	€64,500	€80,000

Role analysis.

The following analysis presents the salaries linked to the roles which make up each of the career paths.

Salaries of developers.

Median annual salaries by role: Development, Paris

	Frontend	Backend	Full stack	Lead	Mobile	Software Architect
0 - 1 years	€40,000	€40,000	€40,000	-	€38,250	-
2 - 3 years	€45,000	€45,000	€45,000	€50,000	€45,000	-
4 - 6 years	€50,000	€51,500	€50,000	€55,000	€55,000	€55,000
7 + years	€55,000	€57,500	€57,500	€62,500	€59,500	€72,000

Salaries in data jobs.

Median annual salaries by role:
Data jobs, Paris

	Data analyst	Data scientist	Data engineer
0 - 1 years	€42,500	€42,000	€42,500
2 - 3 years	€48,000	€50,000	€50,000
4 - 6 years	-	€55,000	€55,000
7 + years	-	€65,000	€65,000

Salaries in product jobs.

Median annual salaries by role:
Product jobs, Paris

	UX/UI designer	Product owner	Product manager
0 - 1 years	€37,000	€40,000	€45,000
2 - 3 years	€44,000	€46,000	€47,250
4 - 6 years	€47,000	€50,000	€55,000
7 + years	€55,000	€60,000	€65,000

Salaries of executives.

Median annual salaries by role:
Executives, Paris

	Engineering manager	CTO
0 - 1 years	-	-
2 - 3 years	-	-
4 - 6 years	€62,500	€66,250
7 + years	€75,000	€80,000

Salaries of DevOps.

Median annual salaries by role:
DevOps, Paris

	DevOps engineer
0 - 1 years	€40,000
2 - 3 years	€49,000
4 - 6 years	€52,500
7 + years	€60,000

Salaries in France

Which job offers the best entry-level salary?

Jobs in Data offer the best salaries for junior profiles (0-1 years of experience), closely followed by Product Manager jobs.

Job	Salary
UX/UI Designer	37,000
Mobile Developer	38,250
DevOps - Product Owner - Frontend, Full Stack, Backend developer	40,000
Product Manager - Data Scientist	42,000
Data Analyst - Data Engineer	42,500

0   €10K   €20K   €30K   €40K   €50K
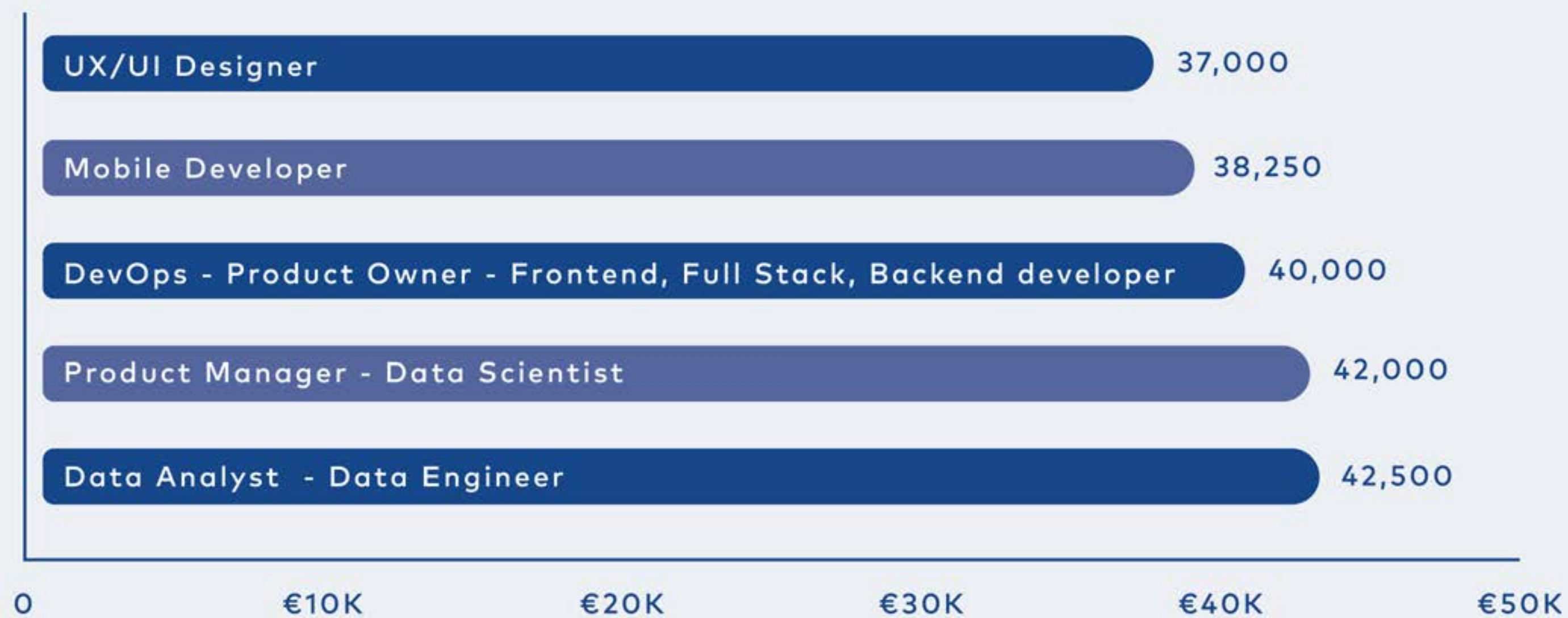
Which job offers the **best long-term** salary prospects?

To no great surprise, jobs in the "executive" field offer the best salaries for more experienced profiles (7 years and more).
In pole position, the job of CTO, followed by the Engineering Manager and Software Architect.

Job	Salary
UX/UI Designer - Frontend developer	55,000
Full Stack - Backend developer	57,500
Mobile developer	59,500
DevOps - Product Owner	60,000
Lead developer	62,500
Data Engineer - Data Scientist - Product Manager	65,000
Software Architect	72,000
Engineering Manager	75,000
CTO	80,000

0   €10K   €20K   €30K   €40K   €50K   €60K   €70K   €80K

Salaries in France

Key takeaways.

🚩 The demand for tech profiles in Paris picked up considerably in 2021.

🚩 Jobs in Data offer higher salaries in Paris, even for Junior profiles.

🚩 Data Analysts/Engineers/Scientists and Product Managers are generally better paid.

🚩 For more experienced profiles, the best-paid jobs are Software Architect, Engineering Manager and CTO.

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03. Salaries for development jobs in Germany.

talent.io operates mainly
in 3 cities in Germany:
Berlin, Munich and Hamburg.

Therefore our analysis will
focus on these 3 cities.
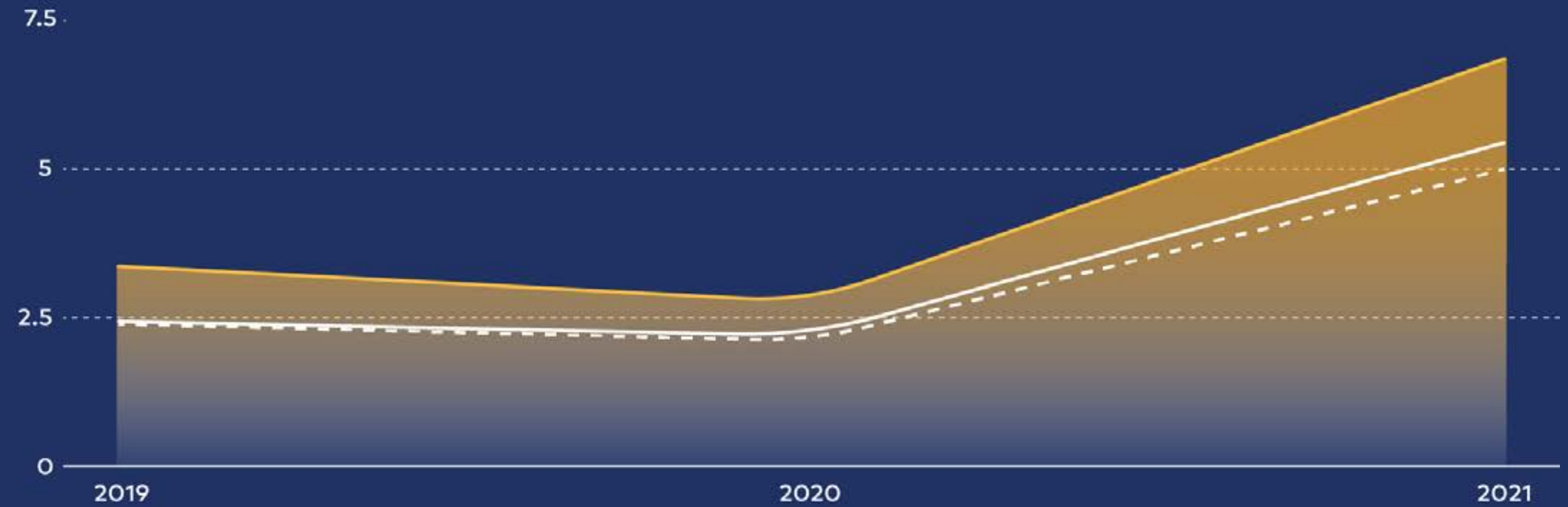
Hamburg

Berlin

Munich

Market demand in Germany.

Our analysis is based on contact requests entered on our platform.

A request is made when a company contacts a candidate whom they would like to meet. This represents an invitation to begin the recruitment process.

Average number of contact requests per candidate on talent.io

How to read this chart.

⬤ Berlin ⬤ Hamburg ●●●● Munich

Demand is clearly on the rise in 2021, after a drop in 2020 at the peak of the COVID crisis.

The most sought-after roles in each city.

Let's now take a look at the most sought-after roles in Germany.

The 3 most sought-after positions in Germany are full stack, backend, and frontend developers.

Out of these 3 positions, backend developers seem to be the most sought-after.

The 3 most sought-after roles in Berlin

Role	Share of contact requests
Full Stack	16%
Backend	15%
Frontend	15%

The 3 most sought-after roles in Munich

Role	Share of contact requests
Backend	19%
Full Stack	15%
Frontend	13%

The 3 most sought-after roles in Hamburg

Role	Share of contact requests
Backend	22%
Full Stack	18%
Frontend	12%

How to read these tables:
22% of contact requests made in Hamburg are for backend developers.

Distribution of developers' salaries in **Berlin**

Median salary: €60,000   Average salary: €62,550

Number of individuals

Salary range (k€)

30-33 33-36 36-39 39-42 42-45 45-48 48-51 51-54 54-57 57-60 60-63 63-66 66-69 69-72 72-75 75-78 78-81 81-84 84-87 87-90 90-93 93-96 96-99 99-102 >102

Analysis of salaries for development jobs in Germany.

Distribution of developers' salaries in **Munich**

Median salary: €60,000

Average salary: €63,430

Number of individuals

Salary range (k€)

36-39 39-42 42-45 45-48 48-51 51-54 54-57 57-60 60-63 63-66 66-69 69-72 72-75 75-78 78-81 81-84 84-87 87-90 90-93 93-96 96-99 99-102 >102
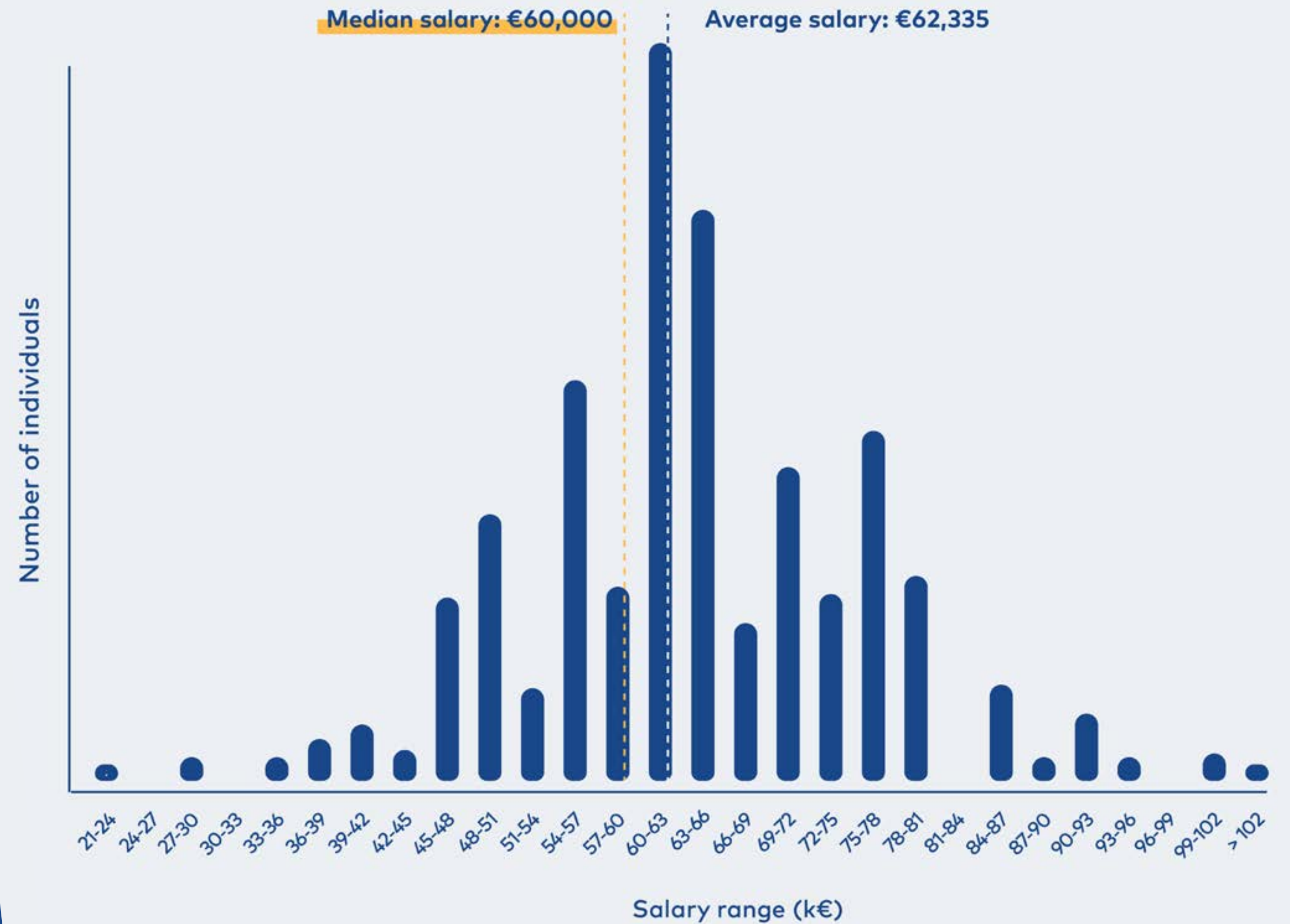
Analysis of salaries for development jobs in Germany.
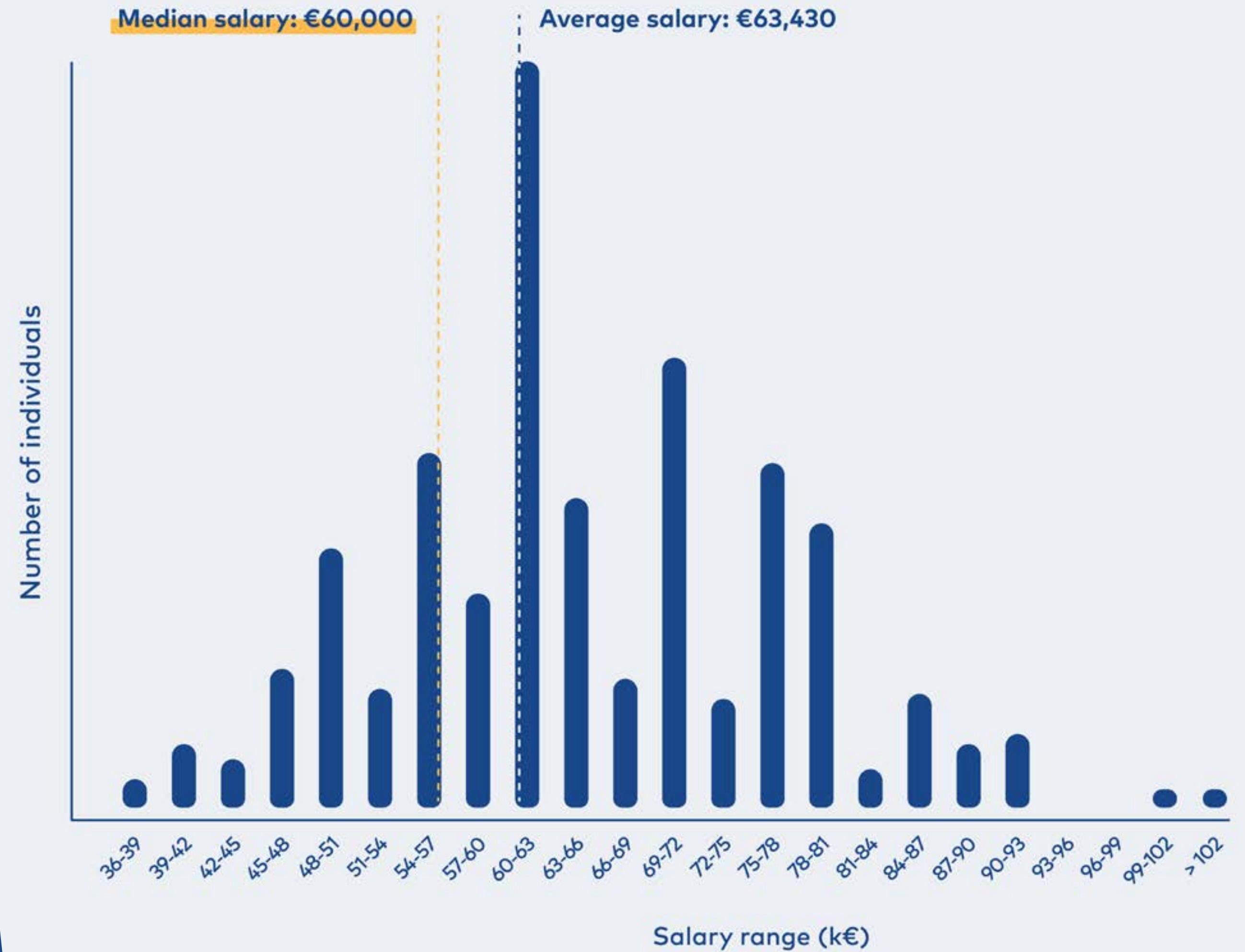
Analysis of salaries for development jobs in Germany.

The distribution of salaries is similar for the 3 cities, with an identical median salary (€60,000). The average salary is slightly higher in Munich.

Distribution of developers' salaries in **Hamburg**

Median salary: €60,000

Average salary: €62,335

Number of individuals

Salary range (k€)

21-24 24-27 27-30 30-33 33-36 36-39 39-42 42-45 45-48 48-51 51-54 54-57 57-60 60-63 63-66 66-69 69-72 72-75 75-78 78-81 81-84 84-87 87-90 90-93 93-96 96-99 99-102 >102

Salary progression in development jobs **over a career.**

Median annual salaries of **developers in Germany** according to their seniority

	0 - 1 years	2 - 3 years	4 - 6 years	7 + years
Berlin	€50,000	€55,000	€62,500	€69,500
Munich	€47,500	€57,500	€62,000	€70,000
Hamburg	€45,000	€55,000	€60,000	€70,000

Let's take a closer look at the salaries for each role on the next page: frontend, backend, full stack, lead, mobile, software architect.

Median salaries for developers in Germany.

According to role and experience (€/year)

Berlin

	Frontend	Backend	Full stack	Lead	Mobile
0 - 3 years	€55,000	€55,000	€52,500	-	-
4 - 6 years	€60,000	€65,000	€60,000	€70,000	€65,000
7 + years	€65,000	€70,000	€70,000	€80,000	€68,250

Hamburg

	Frontend	Backend	Full stack	Lead	Mobile
0 - 3 years	€55,000	€55,000	€53,750	-	-
4 - 6 years	€60,000	€65,000	€60,000	€72,500	€60,000
7 + years	€67,500	€70,000	€70,000	€80,000	€65,000

Munich

	Frontend	Backend	Full stack	Lead	Mobile
0 - 3 years	€55,000	€55,000	€55,000	-	-
4 - 6 years	€60,000	€65,000	€60,000	-	-
7 + years	€70,000	€70,000	€70,000	€75,000	€67,000

Key takeaways.

The salaries of developers in Germany are some of the highest in Europe (compared to other countries in this report).

Salaries in Berlin, Munich, and Hamburg are roughly the same.

The most sought-after profiles in Germany are full stack, backend and frontend developers, with a slight advantage for backend developer profiles.

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04.

Salaries for development jobs

in London, Amsterdam and Brussels.

In addition to France and Germany, we also operate in **London, Amsterdam and Brussels.**

London

Amsterdam

Brussels

Market demand.

Our analysis is based on contact requests entered on our platform.

A request is made when a company contacts a candidate whom they would like to meet. This represents an invitation to begin the recruitment process.

Average number of contact requests per candidate on talent.io
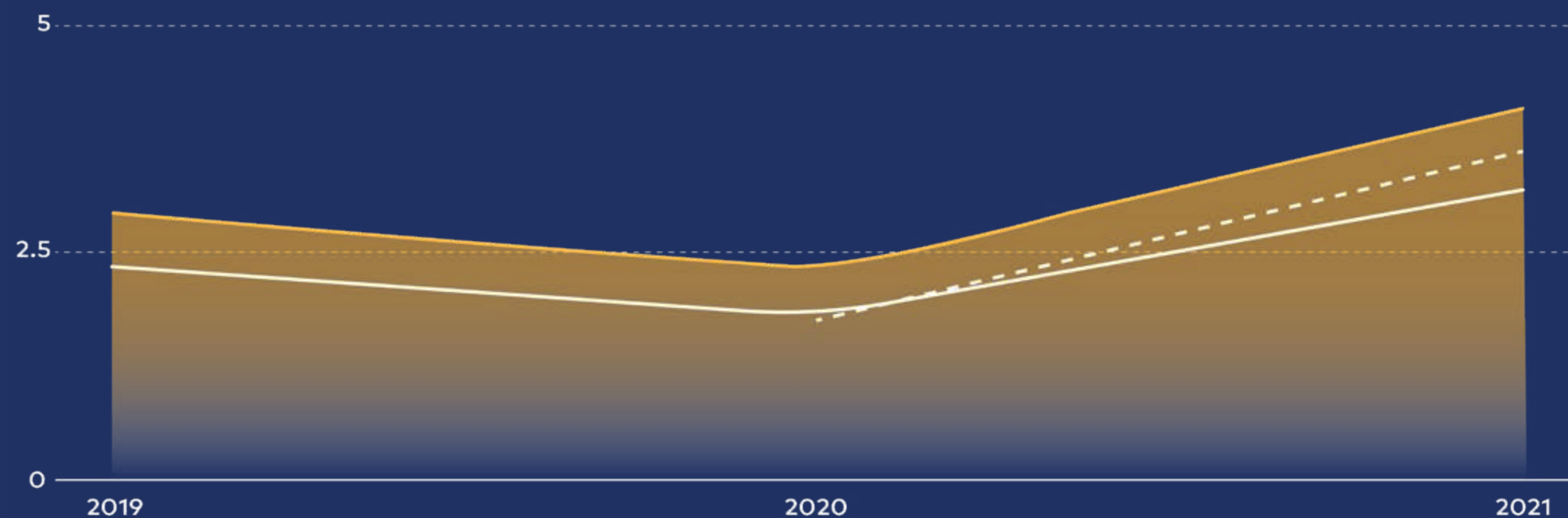
How to read this chart.

⬤ London   ⬤ Amsterdam   ●●●● Brussels

*We have very little data for Brussels in 2019

Demand is on the rise in London in 2021, after having dropped in 2020. The same is true in Amsterdam and Brussels, where demand is higher than ever in 2021.

The most sought-after roles in each city.

Here are the top 3 most sought-after roles in **London, Amsterdam, and Brussels.**

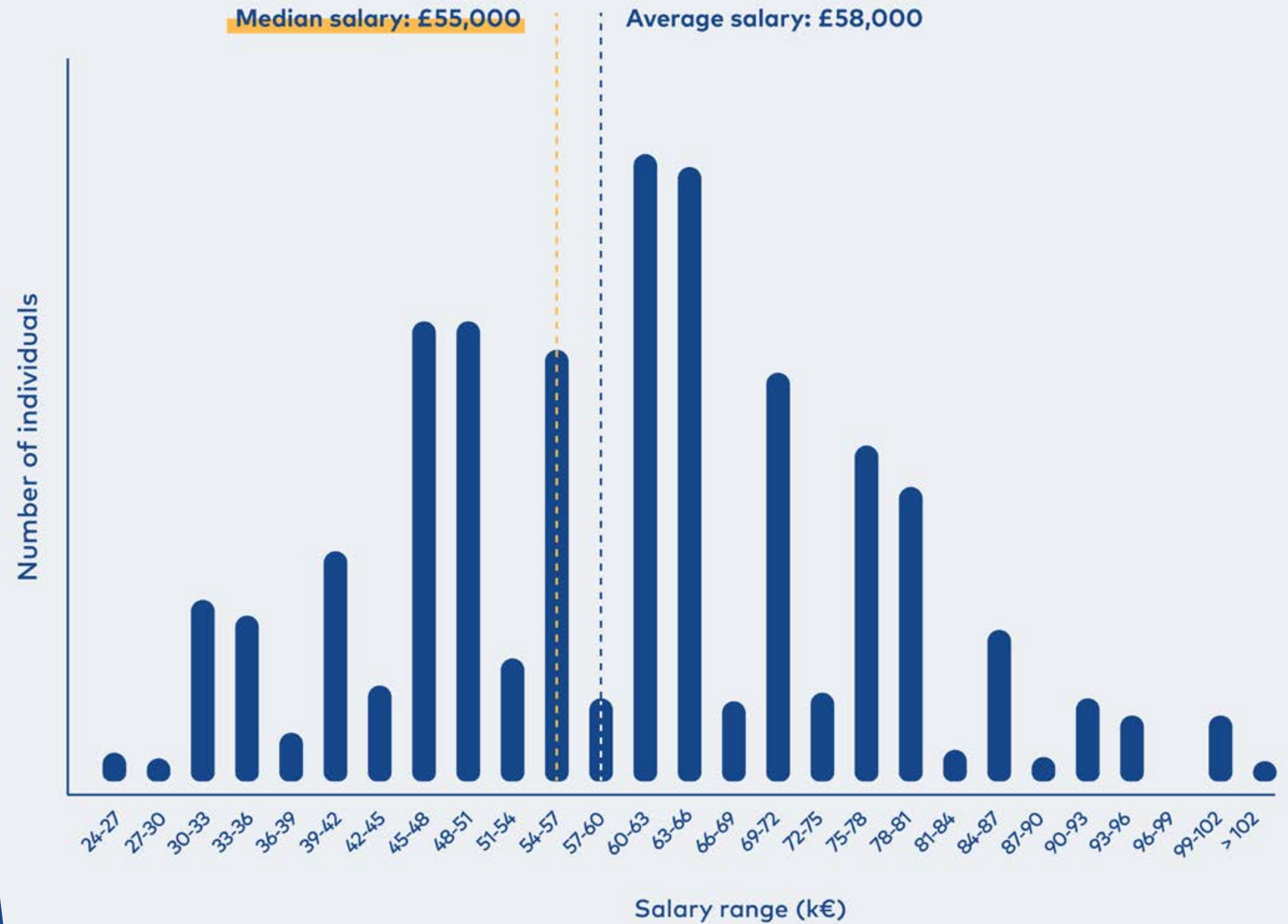|	London	Amsterdam	Brussels
Full Stack	16%	18%	16%
Frontend	14%	19%	15%
Backend	14%	23%	25 %

How to read this chart.
The most-sought after role in Amsterdam is Backend Development (23% of contact requests on talent.io are sent for this role)

Whether it is London, Amsterdam or Brussels, the 3 most sought-after roles are backend, full stack and frontend developers.
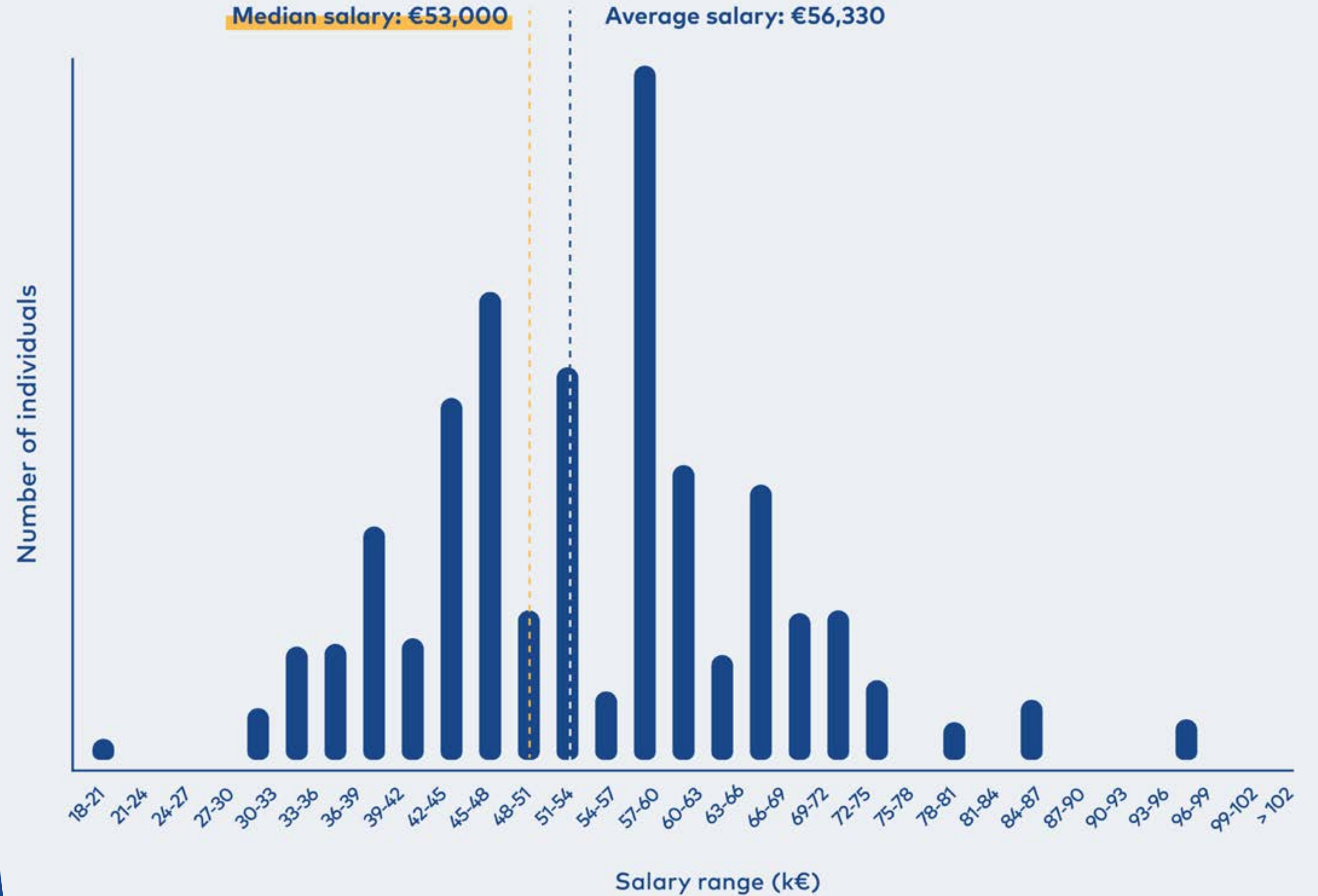
Analysis of salaries for development jobs.

Distribution of developers' salaries in **London**

Median salary: £55,000

Average salary: £58,000

Number of individuals

Salary range (k€)

24-27 27-30 30-33 33-36 36-39 39-42 42-45 45-48 48-51 51-54 54-57 57-60 60-63 63-66 66-69 69-72 72-75 75-78 78-81 81-84 84-87 87-90 90-93 93-96 96-99 99-102 >102

Analysis of salaries for development jobs.

Distribution of developers' salaries in **Amsterdam**

Median salary: €53,000   Average salary: €56,330

Number of individuals

Salary range (k€)

18-21 21-24 24-27 27-30 30-33 33-36 36-39 39-42 42-45 45-48 48-51 51-54 54-57 57-60 60-63 63-66 66-69 69-72 72-75 75-78 78-81 81-84 84-87 87-90 90-93 93-96 96-99 99-102 > 102

Analysis of salaries for development jobs.

Distribution of developers' salaries in Brussels

Median salary: €48,000

Average salary: €53,380

Number of individuals

Salary range (k€)

18-21 21-24 24-27 27-30 30-33 33-36 36-39 39-42 42-45 45-48 48-51 51-54 54-57 57-60 60-63 63-66 66-69 69-72 72-75 75-78 78-81 81-84 84-87 87-90 90-93 93-96 96-99 99-102 > 102

Salary progression in development jobs over a career.

Median annual salaries in in **London, Brussels and Amsterdam**, according to seniority

	0 - 1 years	2 - 3 years	4 - 6 years	7 + years
Brussels	€36,000	€40,000	€49,000	€59,000
London	£35,000 (approx. €41k)	£50,000 (approx. €58k)	£60,000 (approx. €70k)	£65,000 (approx. €76k)
Amsterdam	€40,000	€45,000	€55,000	€63,500

Let's take a closer look at the salaries for each role: frontend, backend, full stack on the next page.

Median salaries for developers.

According to role and experience

London	Frontend	Backend	Full stack
0 - 3 years	£45,000 (approx. €52k)	£50,000 (approx. €58k)	£50,000 (approx. €58k)
4 - 6 years	£60,000 (approx. €70k)	£60,000 (approx. €70k)	£60,000 (approx. €70k)
7 + years	£65,000 (approx. €76k)	£65,000 (approx. €76k)	£65,000 (approx. €76k)

Amsterdam	Frontend	Backend	Full stack
0 - 3 years	€45,000	€47,000	€45,000
4 - 6 years	€52,500	€55,000	€57,500
7 + years	€62,500	€60,000	€62,500

Brussels	Frontend	Backend	Full stack
0 - 3 years	€45,000	€55,000	€40,000
4 - 6 years	€55,000	€50,000	€45,000
7 + years	€60,000	€60,000	-

Section 4 Analysis of salaries for development jobs in London, Amsterdam & Brussels

2022

Key
takeaways.
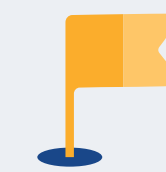
🚩 Demand from companies in London, Brussels and Amsterdam is on the rise again in 2021, after dropping in 2020.
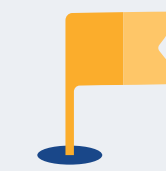
🚩 The most sought-after profiles are backend developers in Amsterdam and Brussels, and full stack developers in London.

🚩 Salaries in London are the highest in Europe.

05. Daily rates for freelance professionals.

The freelance market in tech has been growing for several years. This trend continued in 2021.

Many tech talents take this path, especially more experienced profiles. As for companies, they see this as an opportunity to obtain specific, more rare skills for high value projects.

talent.io is designed for both permanent contract candidates and freelancers.

This section presents the daily rates of self-employed, according to their roles and their experience.

The analysis focuses on freelancers who carry out missions for companies based in Paris and Berlin (the cities for which we have sufficient data).

Average daily rate on talent.io: **€580**

Median rate on talent.io: **€600**

Median and average daily rates of tech freelancers in **Paris and Berlin**

	Median daily rate	Average daily rate
Paris	€600	€576
Berlin	€640	€615

Good to know:

On talent.io, the large majority of freelance profiles have considerable experience (at least 3 years of experience) because highly qualified profiles are often more suitable for freelance projects.

Therefore, the average daily rates do not take into account freelancers with less than 3 years experience.

Average daily rate by role, according to **experience.**

	3 - 6 years	7 + years
Full Stack developer	€495	€600
Backend developer	€480	€590
Frontend developer	€480	€580
Mobile developer	€460	€570
Data Scientist	€550	€640
Data Engineer	€570	€670
Product Manager	€530	€670

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06.

Remote work in tech.

Remote working trends in tech.

The COVID crisis considerably speeded up the adoption of remote working globally, in many sectors, including the tech sector.

To confirm this, we carried out a study with several hundred candidates and recruiters, mainly based in France and Germany. This allows us to draw some initial conclusions about the progress of remote working in the tech sector.
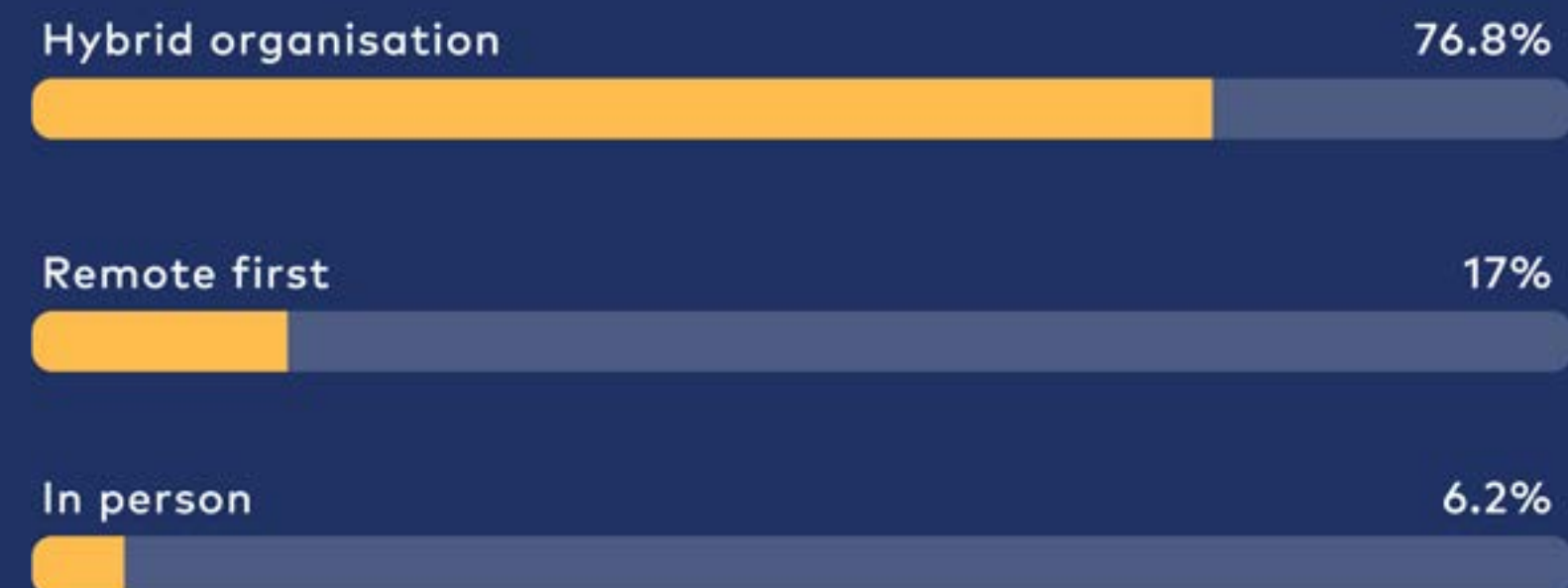
Remote working as seen by recruiters.

In 2021, 75% of job offers posted on talent.io included at least part-time remote work.

First of all, what is your current organisation?

Hybrid organisation — 77%

Remote first — 14.1%

In person — 8.9%
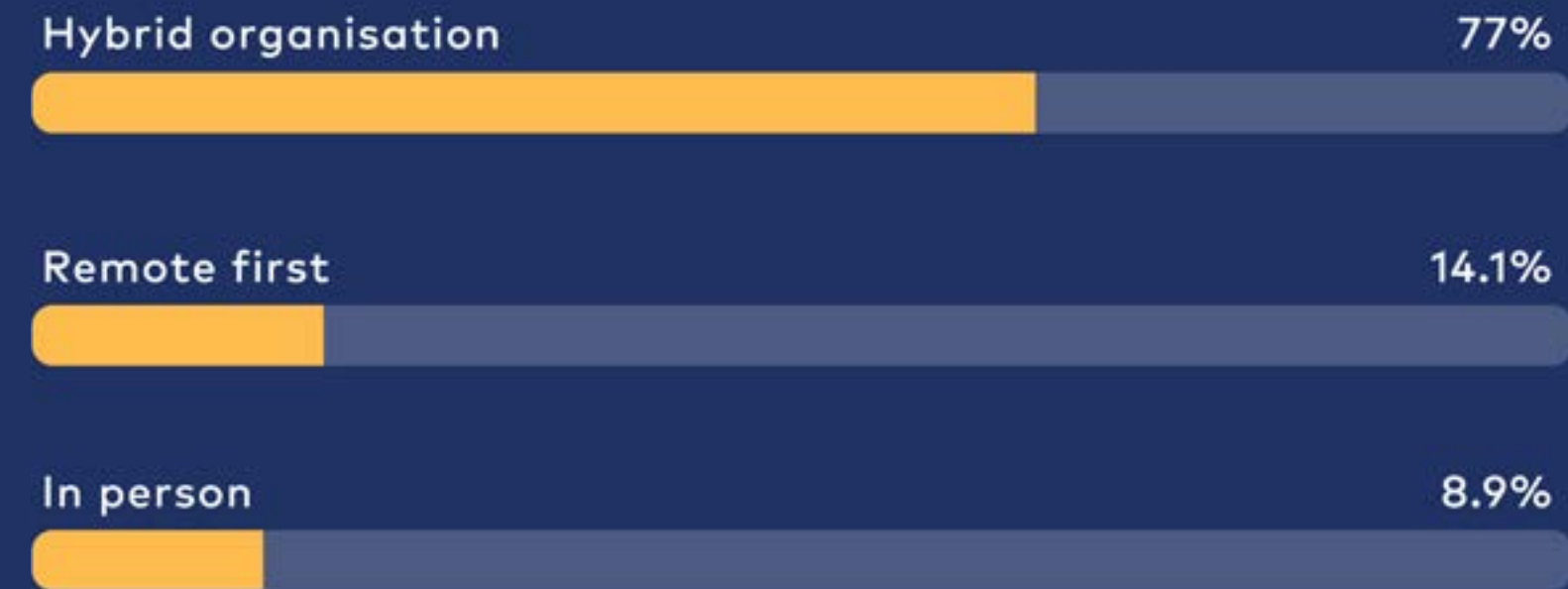
Only **9%** of tech companies interviewed were working on a 100% presence on-site basis.

Which organisation are you likely to adopt in the future (after the covid crisis)?

Hybrid organisation — 76.8%

Remote first — 17%

In person — 6.2%

Only **6%** of them consider this model for the future. A hybrid organisation is very popular and seems to be the new norm.

Remote working as seen by candidates.

Could you work in a company that does not offer remote work?

No — 65.8%

Yes — 19%

I don't know — 15.2%

Candidates have come to expect their employer to support remote working.

Almost 2/3 of the interviewees said they do not want to work 100% on-site.

In 2021, 80% of talent.io candidates are looking for opportunities that will allow them to work remotely (at least partially) on talent.io.

Tip for recruiters:
discover our **guide about remote work** to build your remote tech team.

Salaries of remote developers.

Let's now look at remuneration for developers who work remotely 100% of the time.

We will focus solely on **Paris, Berlin, and London**, cities for which we have a sufficiently large volume of data at our disposal.

Median annual salary for developers who work remotely full-time according to seniority

	0 - 3 years	4 - 7 years	7+ years	TOTAL
Paris	€45,000	€51,250	€57,500	€50,000
Berlin	€50,000	€65,000	€67,750	€60,000
London	£49,250 (approx. €58k)	£60,000 (approx. €71k)	£65,000 (approx. €77k)	£58,750 (approx. €70k)

Based in the same country as the company

	0 - 3 years	4 - 7 years	7+ years	TOTAL
Paris	€45,000	€50,000	€55,000	€50,000
Berlin	€50,000	€67,500	€70,000	€65,000
London	£50,000 (approx. €59k)	£55,000 (approx. €65k)	£70,000 (approx. €83k)	£60,000 (approx. €71k)

Based in a different country to the company

	0 - 3 years	4 - 7 years	7+ years	TOTAL
Paris	€50,000	€60,000	€65,000	€58,500
Berlin	€50,000	€60,000	€65,000	€57,500
London	£45,000 (approx. €53k)	£60,000 (approx. €71k)	£62,500 (approx. €74k)	£57,000 (approx. €68k)

Proportion of employees who work from another country.

01. Companies based in Berlin and London recruit more employees based abroad.

02. Companies based in Paris have a preference for employees based in France.

Proportion of full remote employees based abroad (i.e in a different country to the company)		
Companies based in Berlin	Companies based in London	Companies based in Paris
58%	65%	16%

How to read this table.
58% of full-time remote workers who are employed by a company based in Berlin live abroad (outside of Germany)

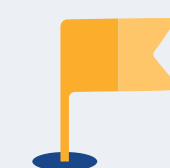We note that 84% of full remote employees working for Parisian companies live in France.

The 16% based abroad are overwhelmingly made up of profiles with over 4 years of experience.

Key
takeaways.

🚩 Remote working and hybrid organisations have become the norm. Almost 2/3 of candidates interviewed said that they would not be able to work for a company that did not have a remote working policy (at least part-time).

🚩 Companies based in London and Berlin do not hesitate to recruit employees working remotely full-time from another country (around 60%).

🚩 By contrast, 84% of full remote employees working for companies in Paris live in France.

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Resources.

Tech recruiters, here are some tools for you:

Build your remote tech team with our **remote guide**

Avoid recruitment errors, download our **scorecards to hire the best experts**

Tech experts, learn more about subjects that interest you:

(Re)discover the **30 DevBreak 2021 conferences**

About
talent.io

talent.io is the largest tech recruitment platform in Europe, with over 100,000 highly qualified profiles: developers, data specialists, product specialists, DevOps, CTOs, Engineering VPs...

Our mission is simple:

1. To help tech experts **find a job they love, with the salary they want.**

2. To help tech recruiters **build a successful team**

If you are a tech expert looking for a new full-time or freelance opportunity, working remotely or on-site.

Discover talent.io for candidates

If you are a recruiter looking for qualified profiles for your team.

Discover talent.io for recruiters