EUROPEAN TRANSPARENT IT JOB MARKET REPORT

2025

What can you learn from this report?

Salaries in the Tech Industry in Europe

Struggles of Juniors in the European IT

Growing impact of 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.

We believe transparency goes beyond numbers. It’s about empowering tech professionals to make informed career choices and helping companies speak the language of candidates. This report was created to bring both sides together - candidates and companies.

SwissDevJobs.ch

GermanTechJobs.de

DevITjobs.uk

DevJob.ro

DevITjobs.nl

DevITjobs.fr

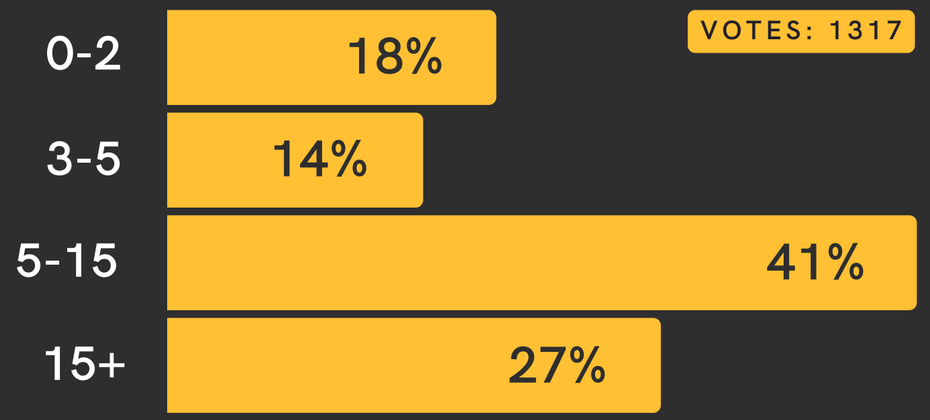
Methodology and goals of the report

We have analysed data from more than 23 000 job offers on our platform and surveyed IT specialists on our social media channels with over 75 000 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

Most Juniors secured their first position within just 3 months of starting their job search.

42% of respondents say higher education helps but isn't essential for entering the IT industry.

Around 75% of Juniors think entry-level positions require too much experience.

Almost half of jobseekers report being ghosted after interviews.

The majority of employees do not feel threatened by the possibility of AI taking over their jobs.

While AI can boost efficiency, it also intensifies workplace performance demands.

When it comes to new job opportunities, salary and the option to work remotely remain top priorities.

The majority agree that the ideal hiring process should have just 2 interview stages.

Switzerland continues to hold the top spot as the highest-paying country in Europe for IT professionals.

06

The reality of Juniors

Challenges and opportunities.

Breaking into IT has never been easy for juniors. From education requirements and high entry barriers to the growing influence of AI, we take a closer look at how young talents are navigating the job market in 2025.

85% of respondents hold a university degree

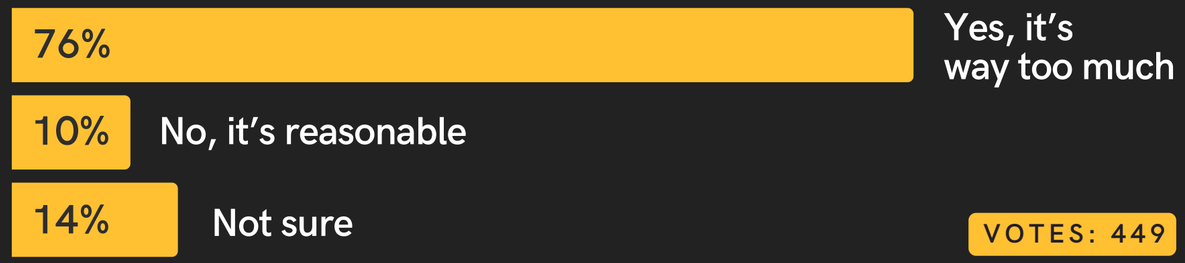
Do you have a university diploma or other form of higher education?

The data shows that higher education is still a common pathway into the industry. Having a university degree can open doors and boost confidence. At the same time, the presence of respondents who managed to build IT careers without formal education reflects the growing accessibility of alternative learning paths, such as coding bootcamps, online courses, or self-directed study.

Many companies continue to value higher education because it signals a proven foundation of technical knowledge, discipline, and problem-solving skills. A diploma often reassures employers that candidates can handle complex concepts and commit to long-term learning, which is especially important when evaluating juniors with limited professional experience.

Entry requirements for Juniors

Are companies asking for too much experience for entry-level roles?



Is higher education still essential to enter the IT industry?

A large majority of respondents feel that entry-level roles demand excessive experience, suggesting that companies may be setting the bar too high for juniors. At the same time, higher education is seen as helpful but not strictly essential, with nearly half indicating it can assist but isn't required to enter the IT industry.

Key takeaway:

Employers could attract more junior talent by re-evaluating experience requirements and recognizing that skills, motivation, and practical learning often matter more than formal degrees.

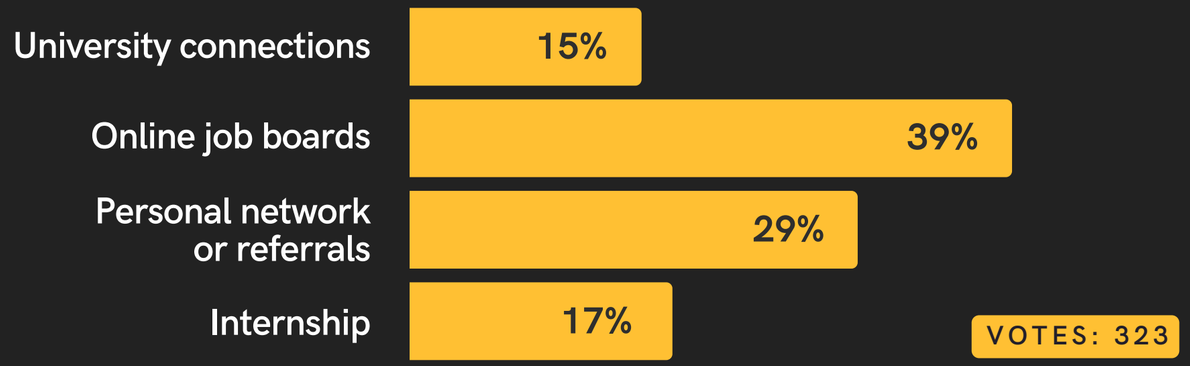
Junior-level Reality

Landing a first IT job often requires a mix of persistence, networking, and using multiple channels. Most juniors rely on job boards or personal referrals, while a smaller portion benefit from university connections or internships. The majority secure a role in under three months, but some take longer.

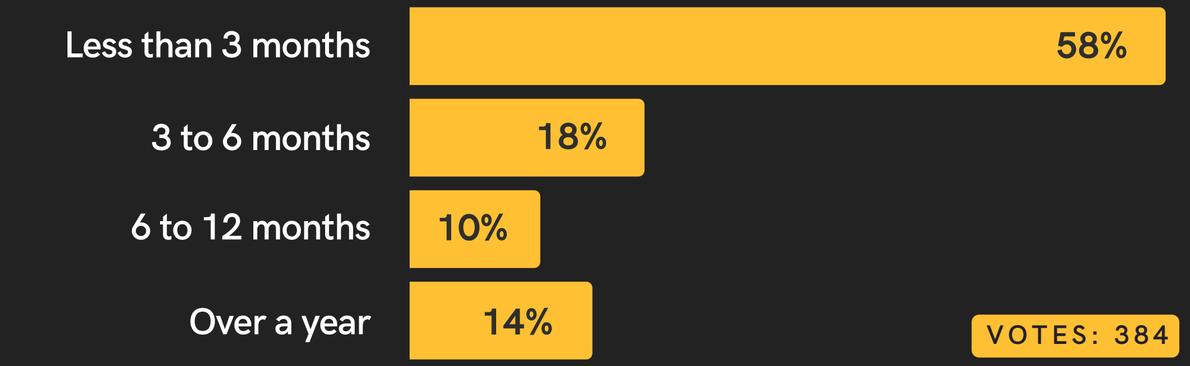
Key takeaway:

A proactive approach beats a passive resume: networking, applying widely, and gaining hands-on experience are the real game-changers for juniors entering the IT world.

How did you secure your first job in the industry?



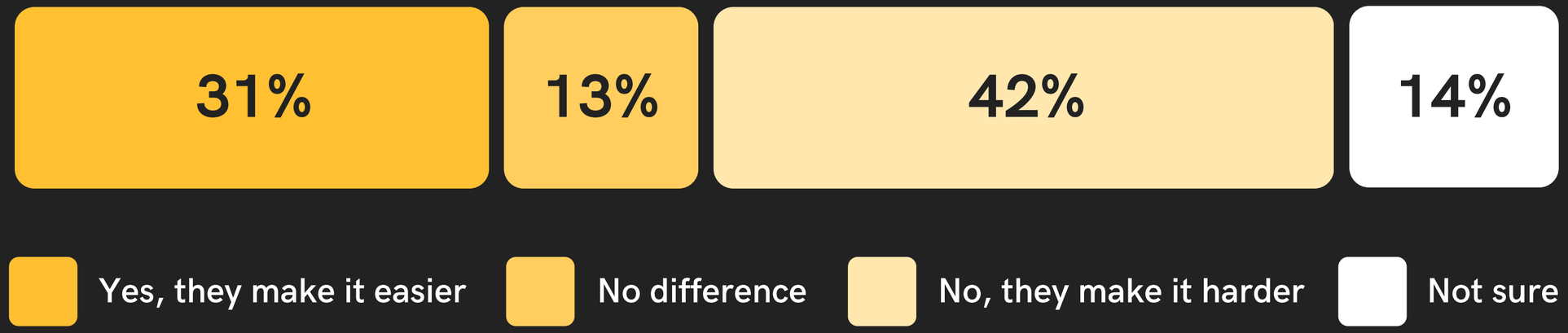
How long did it take you to get your first job as a Junior?



41% of Juniors feel threatened by AI and believe it increases competition in the market.

Do you feel AI tools have made it easier for junior developers to compete in the job market today?

VOTES: 380



AI is here to stay

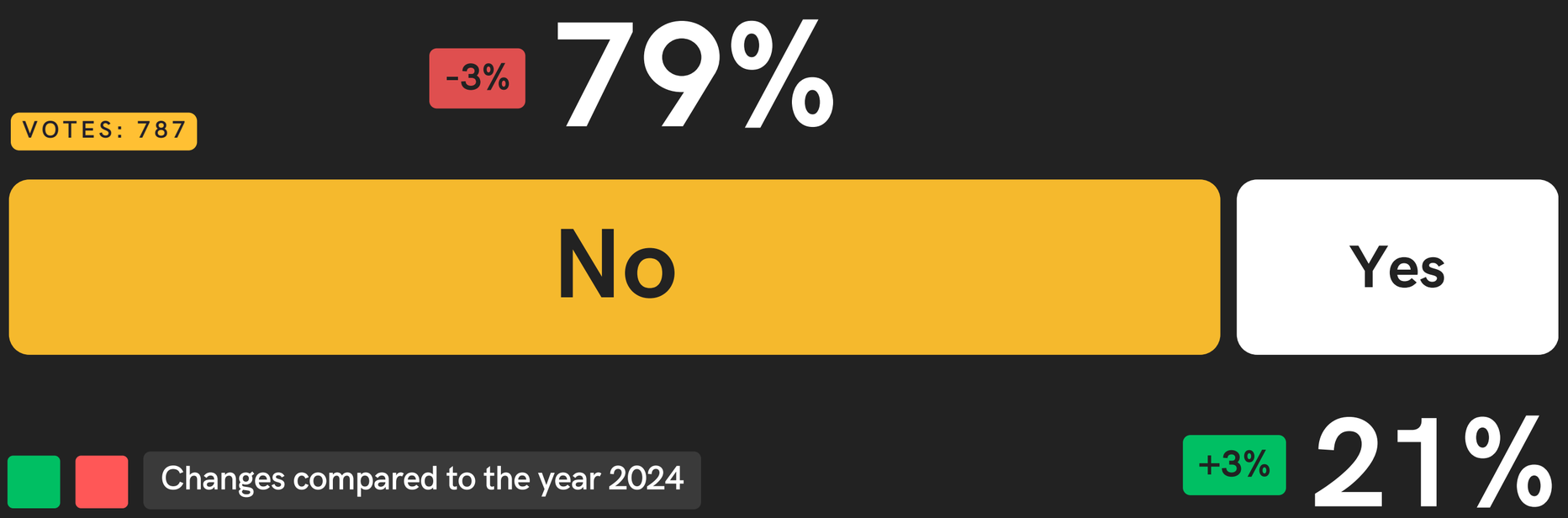
Ready to embrace the AI revolution and all the changes it’s bringing to the workplace?

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

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

No significant changes in perspective towards AI compared to the year before.

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



AI-based tools in the workplace

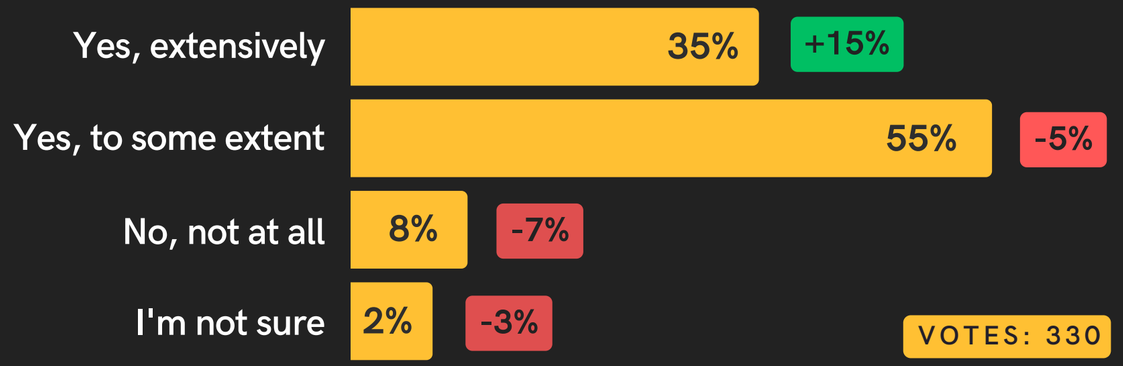
The use of AI tools in the workplace is growing steadily in 2025 (compared to the year before). A significant portion of respondents now rely on these tools, with many finding them helpful in their daily tasks. While some are still hesitant or unsure about adopting AI, the overall trend shows increasing acceptance.

Most respondents find AI tools helpful in improving productivity, with many experiencing moderate to significant gains. A small minority, however, report little benefit or even a negative impact.

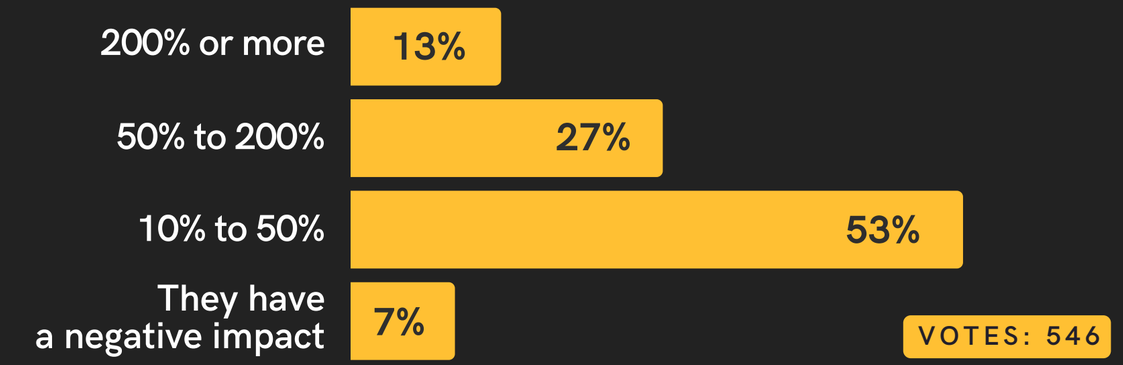
Key takeaway:

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?

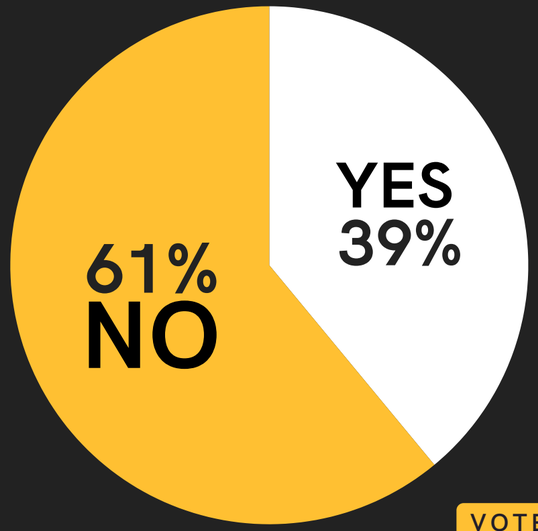


How much do AI tools improve your productivity at work?



The Hidden Costs of AI productivity

Do you notice more pressure to be productive at work because of AI tools?



VOTES: 343

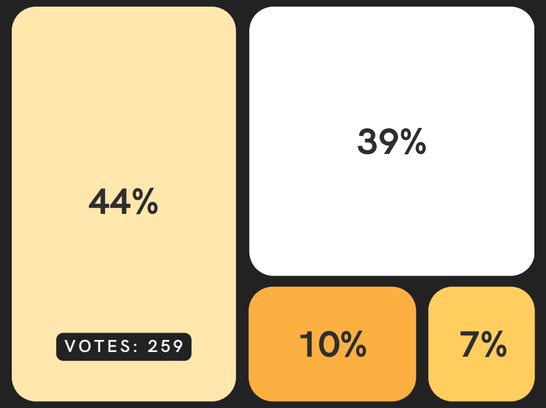
While many employees recognize that AI tools can significantly improve efficiency, they also feel an increased pressure to keep up with higher expectations. This suggests that the integration of AI is not just about productivity gains but also about the human side of work. If companies focus solely on output without considering employee well-being, they risk burnout, disengagement, and even higher turnover. The key challenge is finding a balance where AI supports people rather than overwhelming them.

AI is reshaping workplace expectations, and while most employees still feel secure in their jobs, many also report rising pressure to perform. For hiring companies, this is a reminder that adopting AI tools should go hand in hand with supporting employee well-being. Otherwise, productivity gains risk being overshadowed by burnout.

AI in Job Hunting

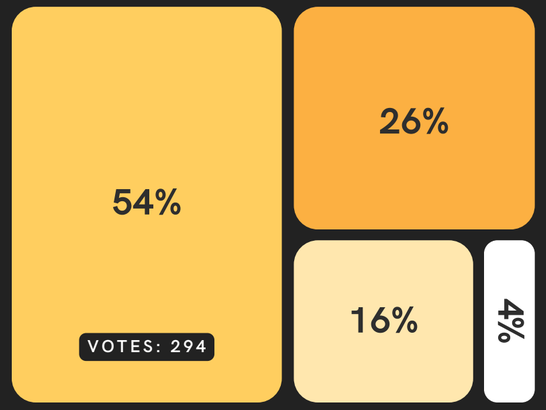
AI is starting to change the way IT professionals approach their work and job search, but adoption remains cautious. Only a small portion use AI tools regularly for mass applications, while a larger group experiments or considers them, and many avoid them altogether. When it comes to coding assignments, most rely on AI for specific tasks rather than fully depending on it, with only a minority seeing it as essential. This suggests that professionals view AI as a helpful assistant to save time and streamline processes, rather than a complete replacement for their skills or decision-making.

Have you ever used AI tools to mass-apply for job openings?



- Yes, regularly
- Yes, but just to try it out
- No, but considering it
- No, I refuse to use them

Have you ever used AI tools to complete coding assignments?



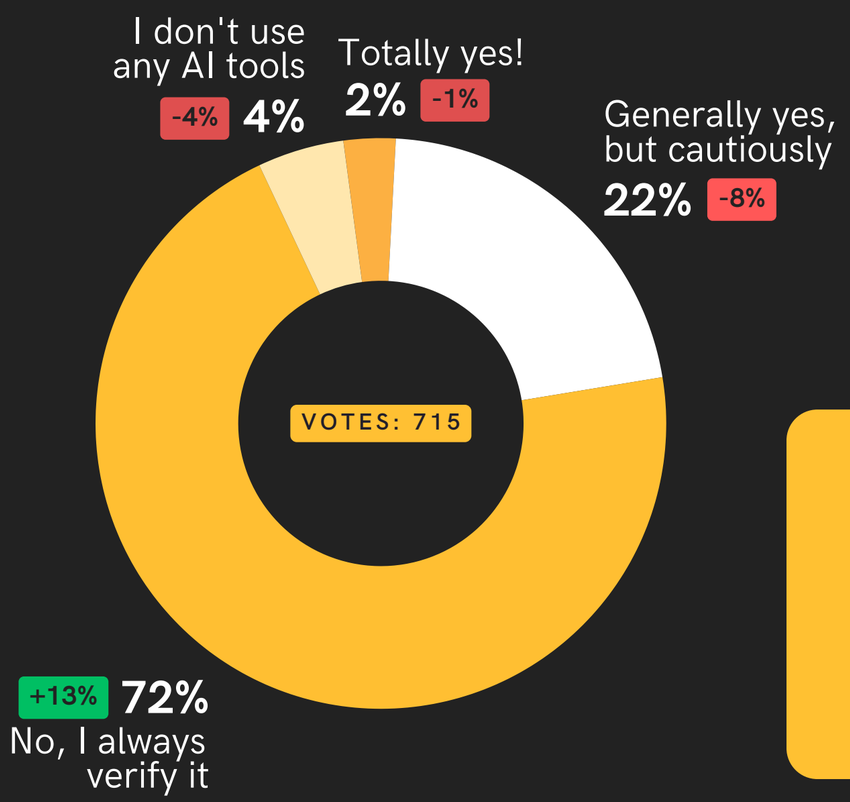
- Yes, they’re essential
- Yes, but only for some tasks
- No, I prefer doing it myself
- No, AI is bad

Key takeaway:

AI can boost efficiency in job searches and coding, but adoption isn’t universal. Both employers and job seekers should use it strategically, enhancing productivity without replacing core skills.

How useful is AI-generated code?

Do you trust code generated by AI tools?



Trust in AI-generated code is gradually increasing, but IT professionals remain cautious for good reason. While some are starting to rely on AI tools more confidently, most still double-check outputs to avoid mistakes. The year-on-year rise in cautious adoption suggests that AI is becoming an integral part of workflows, but companies and developers shouldn't assume it can fully replace the human factor altogether.

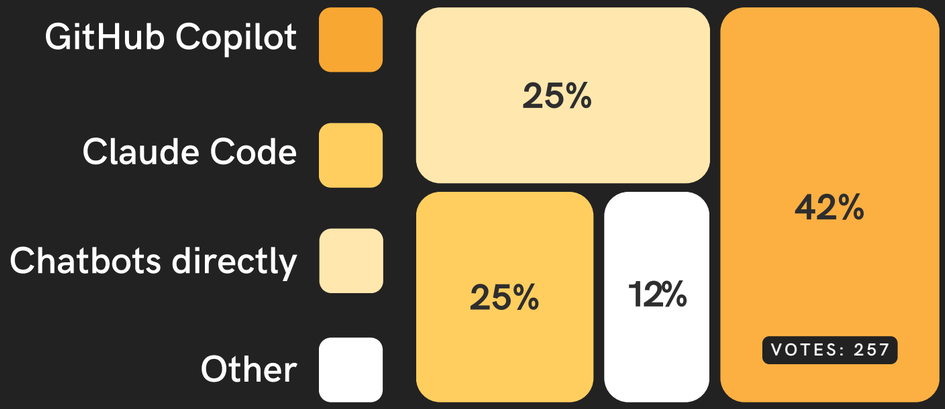
Key takeaway:
AI can support coding, but human verification remains essential to ensure accuracy and maintain professional standards. Most acknowledge that these tools aren't fully reliable yet.

Everyday AI use and Future Potential

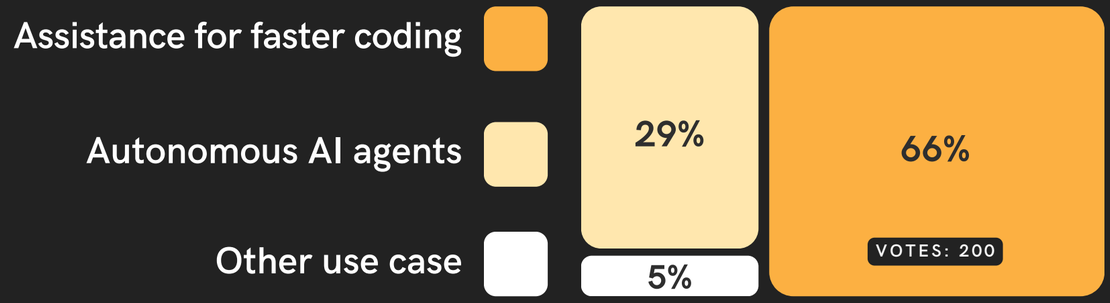
Developers are already embracing AI in their daily work, with tools like GitHub Copilot and chatbots becoming standard companions. Most see the greatest value not in replacing themselves with autonomous agents, but in speeding up and simplifying the coding process. This shows that AI is viewed more as a productivity booster than a job replacer - at least for now.

Key takeaway:
AI is becoming a natural extension of the developer's toolkit. Companies should recognize that its main value lies in enhancing speed and efficiency, not in replacing human judgment.

What kind of AI tools do you use in your daily work?



How do you think AI tools will be most useful in the future?



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

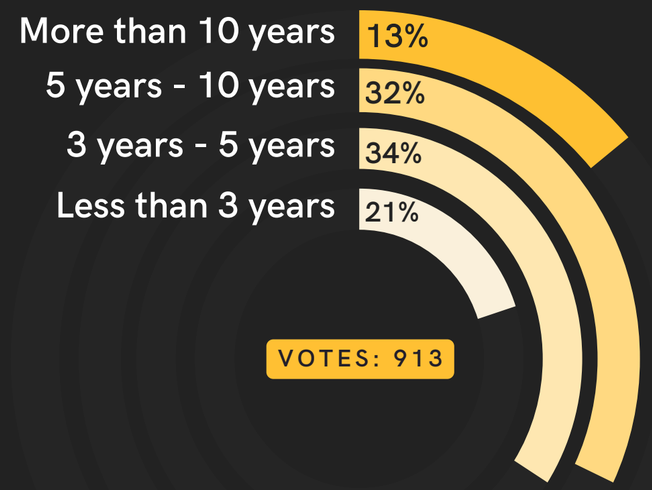
Recruitment process

Why do engineers switch jobs? Sometimes it’s about exploring new opportunities, other times it’s simply the right moment to move on from their current role or company.

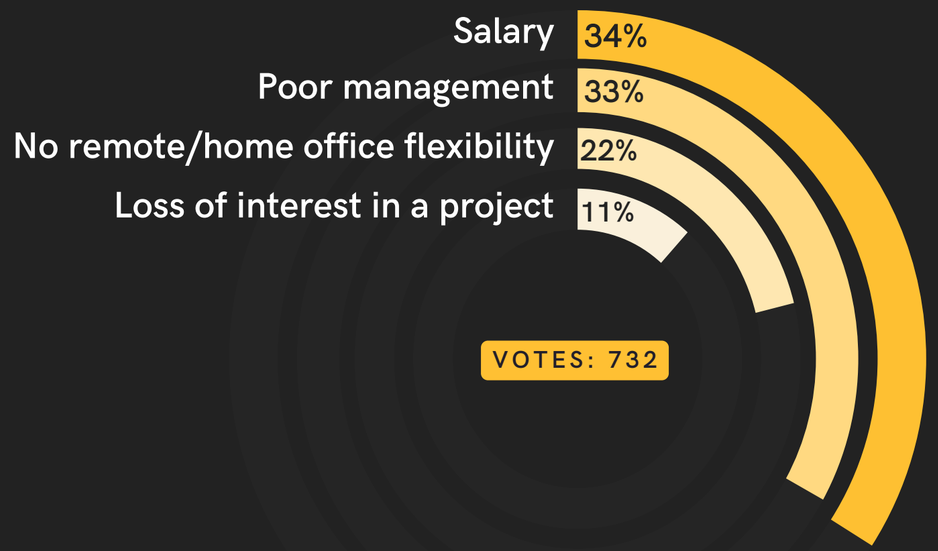
Why and when do we change jobs?

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?



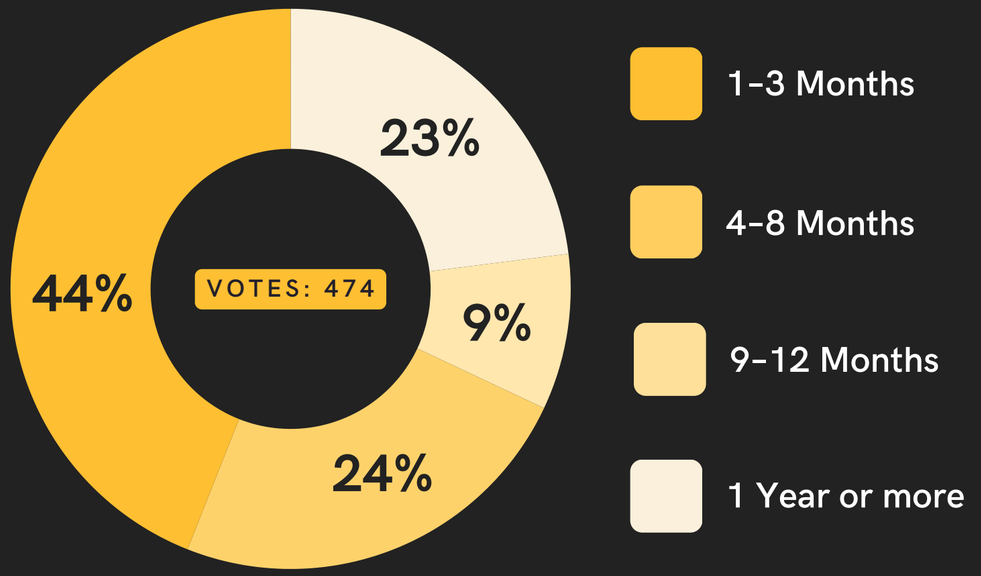
What’d be your main reason to consider a job change?



44%

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?



While nearly half of respondents were out of work for only a few months, a significant portion experienced much longer gaps, with over one in five reporting unemployment lasting a year or more! This highlights both the resilience of many professionals in quickly finding new roles, as well as the persistent challenges some face in re-entering the job market.

The Paycheck vs. Reality

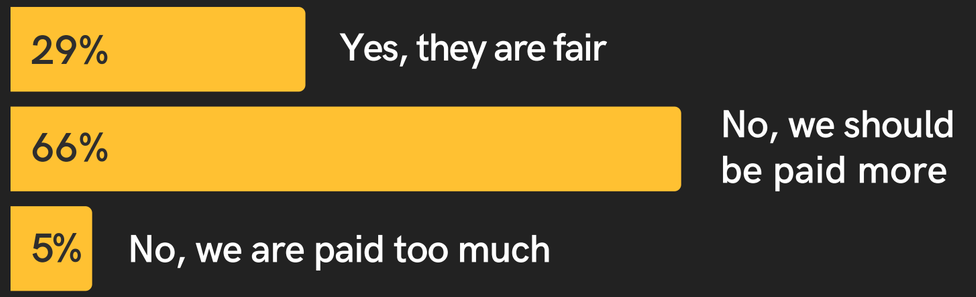
While a minority of respondents believe salaries are fair, the majority feel underpaid for their work. Even when compensation is "manageable," many struggle to achieve true financial comfort, highlighting a growing gap between expectations and reality.

Key takeaway:

Fair pay is not just about covering costs - companies that want to attract and retain talent must ensure salaries align with both living standards and the value employees deliver.

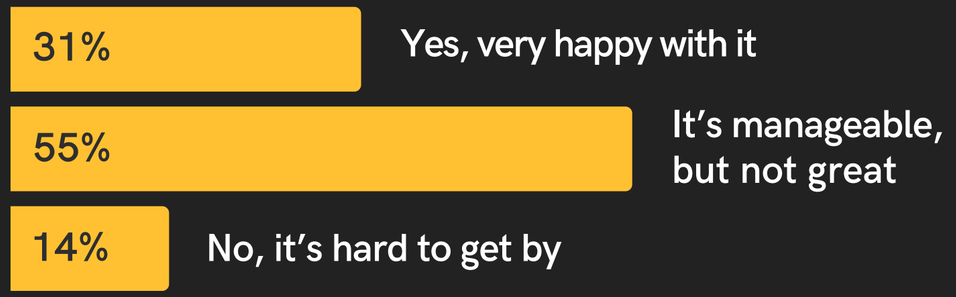
Do you think current market salaries are fair for the work expected?

VOTES: 383



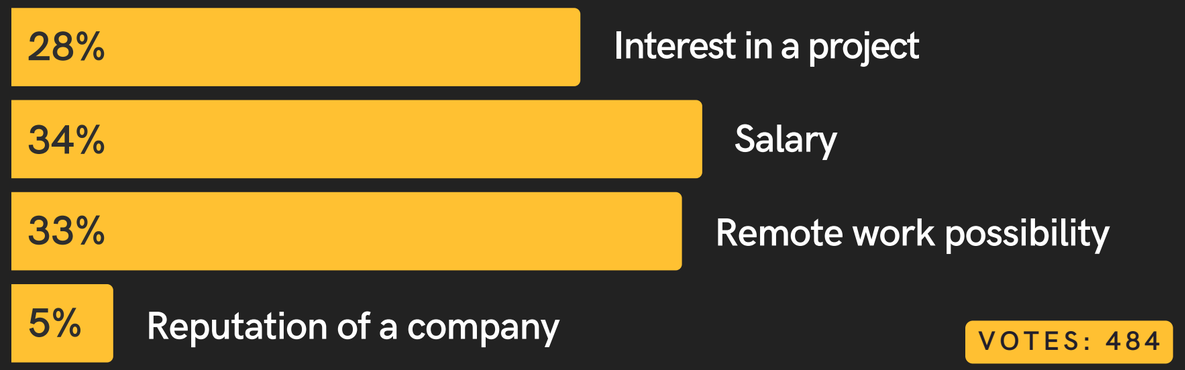
Can you live comfortably with your salary in your current location?

VOTES: 406

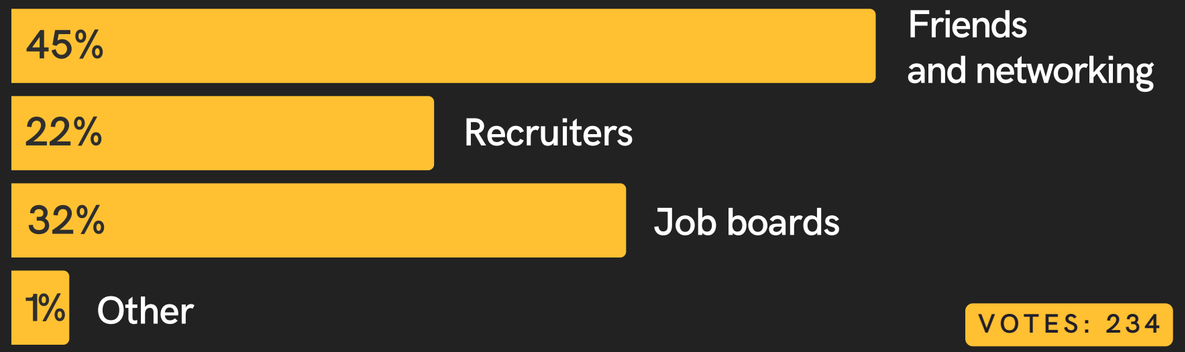


Looking for a new job

What matters most to you when searching for new job opportunities?



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



Key takeaway:

When evaluating new opportunities, software developers prioritize fair pay, remote flexibility, and engaging projects over the workplace itself.

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 these platforms.

Recruitment process

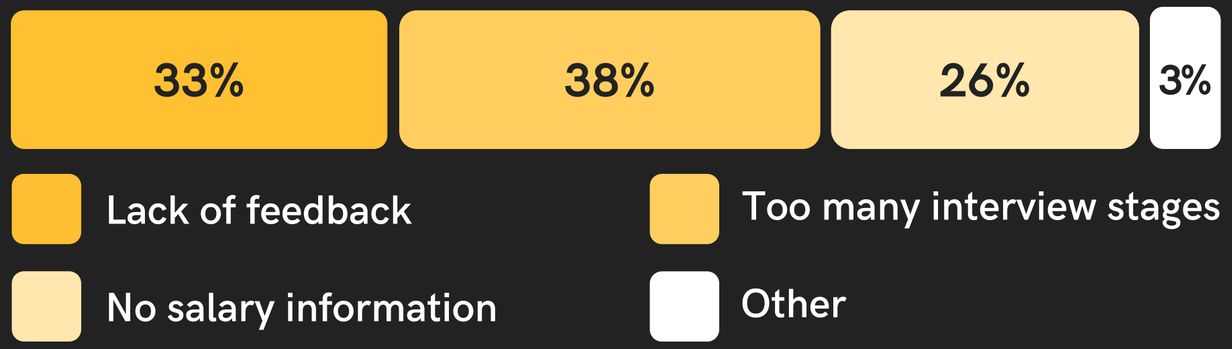
From a candidate's perspective, the current recruitment model can be frustrating and challenging for various reasons. To fix something that has been broken for years, companies need to pinpoint the root causes of the problem.

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.

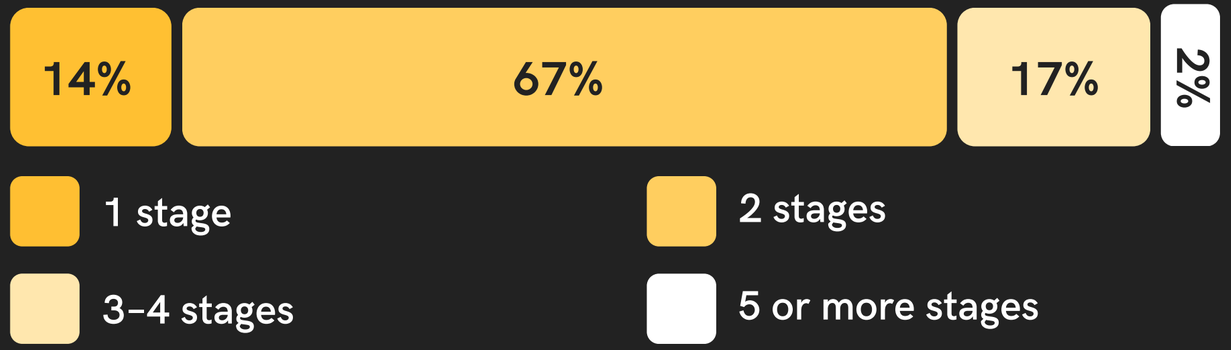
What aspect of the recruitment process is the most annoying and demotivating for you?

VOTES: 352



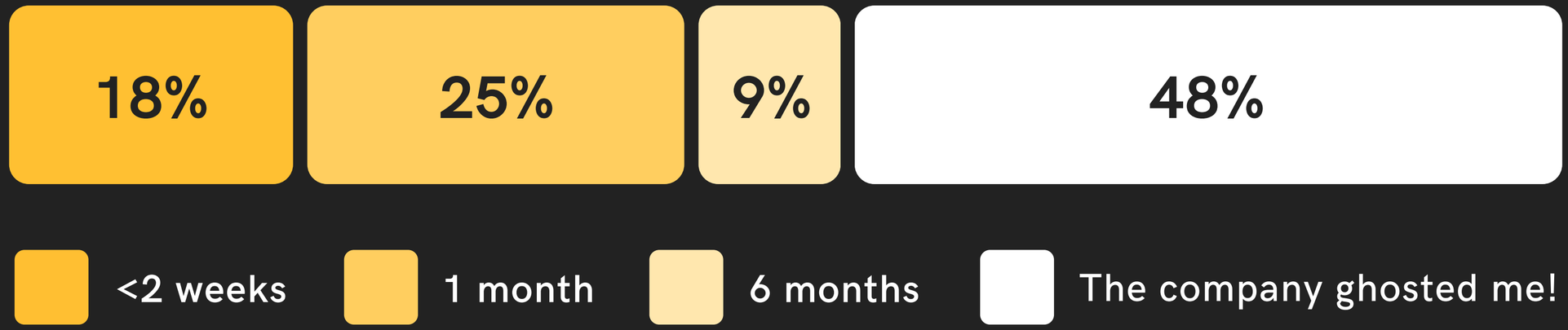
How many stages should an interview process have?

VOTES: 759



What is the longest you have had to wait for a company's final decision after an interview?

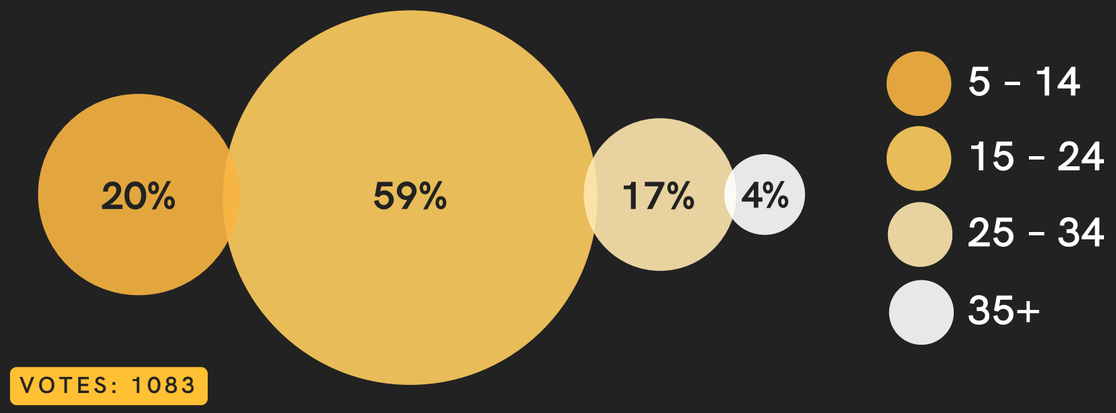
VOTES: 333



Almost half of candidates report they were ghosted by companies after interviews! 👻

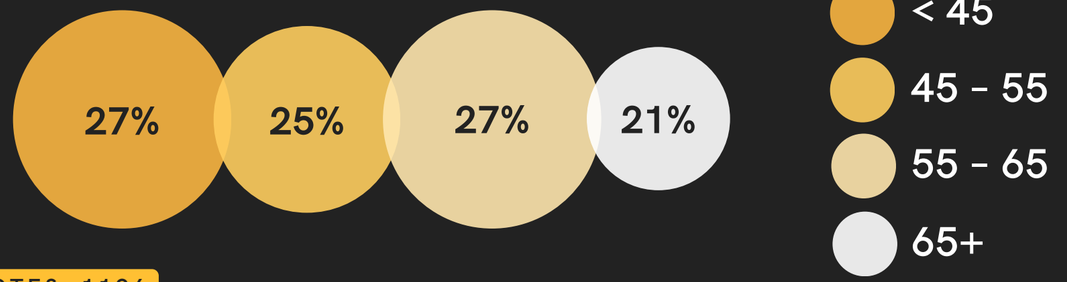
When do we enter and leave the stage?

How old were you when you started your coding journey?



VOTES: 1083

At what age would you like to retire?



VOTES: 1196

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 hang up their keyboards even earlier.

Industry Insights

First-hand inside look into the tech job market from HR and recruiting experts, sharing valuable insights and real industry perspectives.

Insights from HR & TA Experts

This year, we invited HR and Talent Acquisition experts to share their insights on the current job market and emerging trends. The experts represent a wide range of organizations - from large corporations and agencies to product companies and startups of various sizes - giving us a truly diverse perspective.

We asked each of them the following questions:

1. How has the IT job market dynamic (number of candidates, quality, applicant behaviour, etc.) changed in 2025 compared to previous years?
2. Do you use AI tools in your recruitment process and, if so, what kind of impact have they had on productivity?
3. What strategies and tactics have been most effective for you in attracting top tech talent?

1. We continue to receive many applications, but there has been a shift toward junior and less specialized profiles. Most of our demand, however, is for experienced experts in areas such as data engineering and Mainframe development. This growing mismatch between available talent and actual requirements emphasizes the importance of proactive sourcing strategies, especially across international markets. At the same time, candidate expectations are evolving: flexibility, career perspectives, and purpose driven work are now decisive factors when choosing an employer. Competition for top specialists has become more intense across Germany and Europe.

2. We are working to implement an internal AI tool that meets the highest standards of data security due to strict privacy and compliance regulations.
We see significant potential in AI tools: AI could streamline processes such as candidate matching, repetitive administrative tasks and large-scale data analysis.
For now, our recruitment remains very people-focused and personal engagement with candidates is essential as well as networking.

3. Active sourcing, especially on an international scale, as well as employee referrals are central to our success. We proactively engage with international specialists, knowing that the right specialists may not apply directly. Building long-term relationships and maintaining regular contact has proven essential, as trust and interest often develop over time. At the same time, employer branding is critical – candidates want insights into both our technology landscape and our culture, stability, and career opportunities. In addition, our employer brand is a strong asset: candidates value our diverse and welcoming team culture. Our IT department brings together colleagues from more than 32 nationalities, working primarily in English, which makes integration easier for international hires.

Nicole Andres

Senior Specialist Recruiting, TARGOBANK AG

Nadine Mekler

Principal Talent Acquisition Specialist,
Cinemo GmbH

1. The IT market has changed dramatically, with the addition of AI, machine learning, and data scientists.The challenge now is to find and recruit the best talent, because every industry is desperately searching for experts in this field who are also affordable. Many developers are slowly moving in this direction but do not really bring much in-depth expertise to the table.
While about two years ago everyone was looking for Android experts and experts from the automotive industry, the situation has now changed completely. In my opinion, there is a clear surplus of applicants, partly due to industry-specific problems.

2. We use AI tools for standard tasks such as job descriptions, CV screening, candidate data analysis, bias reduction, talent-pooling and candidate sourcing etc., but only as a supplement to optimize our work. It does not currently replace anyone on the team and is only used for optimization and efficiency, giving us more time for other tasks.

3. There is no single strategy; ultimately, it is the sum of many factors: visibility/employer brand, ratings, authenticity, a fast and transparent application process, competitive salary, diversity, flexibility, and work-life balance. If you know what your target group really wants, then you are on the right track!

1. In 2025, we've observed a noticeable shift in the IT job market dynamics, with clear indicators of an employer-driven landscape. Compared to previous years, there is a significantly higher volume of available candidates, which has broadened the talent pool and increased competition among job seekers. While the quantity of applicants has grown, we've also seen a more diverse range in candidate quality, requiring more nuanced screening and evaluation processes. Additionally, candidate behavior has evolved—many are more responsive, open to opportunities, and proactive in engaging with employers, likely influenced by broader economic factors and market uncertainty. This shift has enabled us to be more selective and strategic in our hiring decisions, while also reinforcing the importance of maintaining a strong employer brand and a streamlined recruitment experience to attract top-tier talent.

2. Yes, we actively leverage AI tools throughout our recruitment process, and they've had a measurable impact on both productivity and candidate experience. For example, we use AI-powered note-taking solutions during screening calls, which allows recruiters to stay fully present and focused on the conversation, rather than multitasking. This results in more personalized and insightful interviews. Additionally, AI-generated job descriptions help us accelerate the initial stages of the hiring cycle by providing high-quality, tailored content that aligns with role requirements and market trends. These efficiencies free up time for strategic activities such as talent engagement and stakeholder collaboration, ultimately enhancing the overall effectiveness of our recruitment efforts

3. One of the most effective strategies we've implemented in attracting top tech talent is ensuring a streamlined, candidate-centric recruitment process. This includes maintaining clear communication, minimizing delays, and providing timely feedback throughout each stage. Additionally, we place strong emphasis on active engagement from hiring managers, who play a pivotal role in showcasing our company culture, vision, and the strategic impact of the roles we're hiring for. Their involvement not only adds credibility but also creates a compelling narrative that resonates with high-caliber candidates. This combination of operational efficiency and authentic leadership presence has consistently helped us stand out in a competitive talent market

Anna Janukowicz

Global Talent Acquisition Lead, Nortal

Richard Yates

EMEA Head of Talent Acquisition, Unisys

1. In 2025, the tech industry has experienced a notable rise in layoffs alongside a slowdown in hiring, leading to increased candidate availability in the market. We have certainly seen an increase in candidate applications year to date in 2025, however although labour dynamics have shifted in favour of employers, candidate expectations, particularly around remote flexibility, are still evolving, presenting new challenges for retention and engagement.

2. While we've embraced AI in sourcing, for example, leveraging LinkedIn's advanced tools to tailor outreach, we remain committed to a human-centered recruitment approach. Personal judgment and relationship building continue to be at the heart of our hiring process, ensuring a more authentic and engaging candidate experience.

3. Unisys has placed a strong emphasis on hiring early career talent in 2025, particularly within its key regional hubs (India, Hungary and Columbia). The plan was to feed the labour pyramid from bottom up instead of always competing for experienced talent, we have found this approach has injected the company with fresh perspectives and energy, while building a flexible, tech-savvy workforce that aligns with long-term goals and strengthens the talent pipeline.

1. In 2025, the IT job market in Europe has become more balanced. While demand for tech talent remains high due to digitalization and sustainability efforts, the supply side has improved. According to the Tech Talent Explorer 2025, over 60% of tech professionals across Europe are considering a job change or entering contracting, with 86% open to international employers—highlighting a mobile and opportunity-driven talent pool.

The Hays Fachkräfte-Index IT shows a nuanced picture: overall demand for IT professionals has declined slightly, but roles in IT security and data engineering remain in high demand. Candidates are more selective, prioritizing remote work, purpose-driven roles, and career development. The market has normalized—recruitment is now more structured, and both employers and candidates are adapting accordingly.

2. Hays Germany integrates AI tools into its recruitment workflows. These support candidate screening, profile matching, and automation of repetitive tasks—resulting in faster shortlisting, reduced time-to-hire, and improved precision. AI-driven analytics also help us anticipate market trends and candidate preferences. We're also piloting machine learning applications to further enhance our processes behind the scenes.

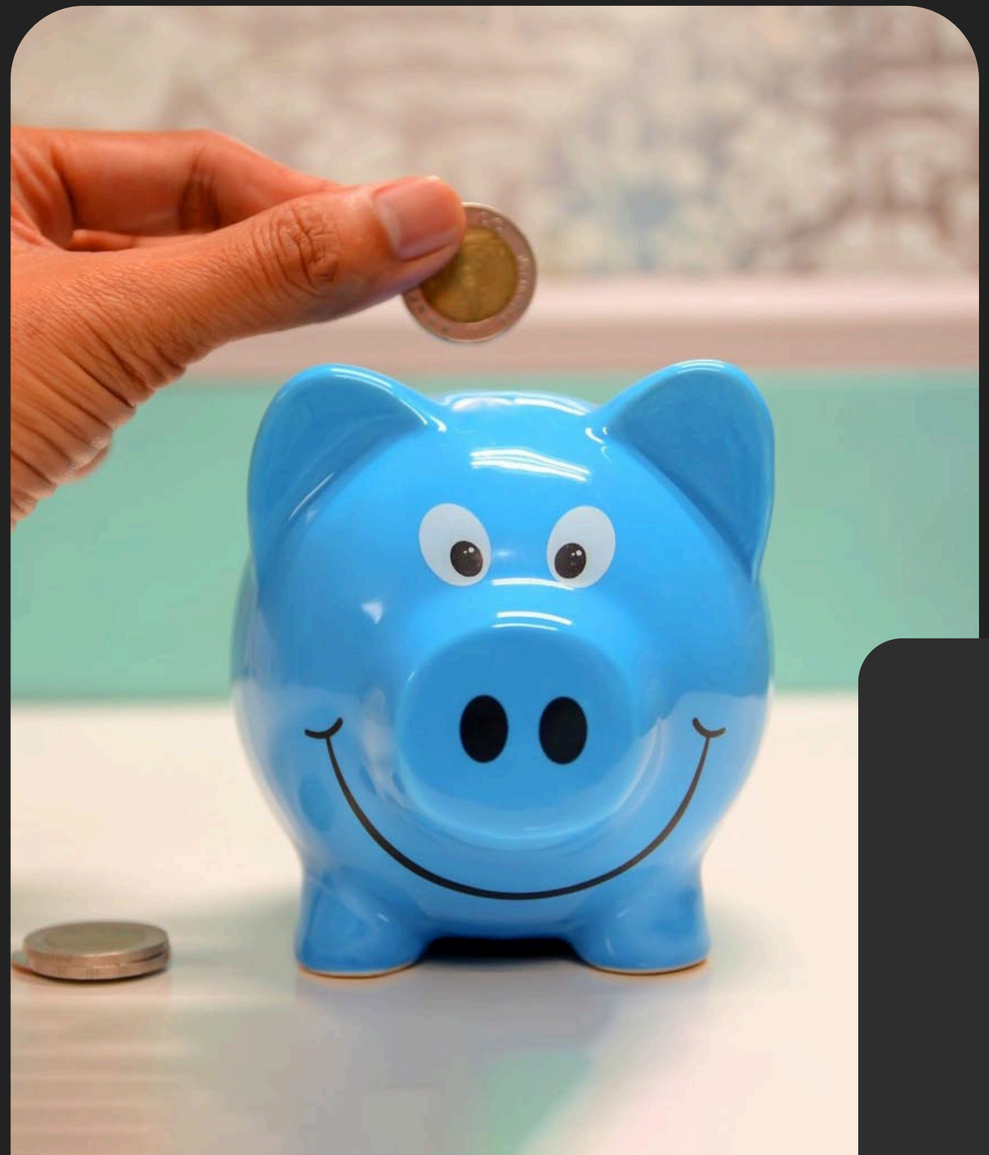
That said, AI alone isn't enough. Human judgment remains essential to assess soft skills and cultural fit. Our service combines technological efficiency with personal expertise.

3. We connect candidates with exciting, innovative projects at globally positioned companies—opportunities that they might not otherwise have access to. Our approach includes:

- *Skill-based Matching: Aligning competencies and aspirations with roles using advanced algorithms.*
- *Upskilling: Supporting candidates through re- and upskilling initiatives.*
- *Recruiting Channels: We leverage our expert pool, job boards, career networks, referral programs, and partnerships with universities and public institutions.*
- *Market Intelligence: We use salary reports and the Hays Fachkräfte-Index to tailor our outreach and understand what tech professionals value most.*
- *Financial Security: We offer stable, long-term prospects that resonate with tech professionals.*

Sarah Köhl

Head of Technology, HAYS



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

The salary statistics are based on over 23 000 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.

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

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

Exchange Rates

1 GBP = 1.14 EUR
1 RON = 0.19 EUR
OCT 2025
1 CHF = 1.07 EUR
1 PLN = 0.23 EUR

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 106’900 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 130’500 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 2025 : 106’900 CHF/yr

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 keep top talent, salaries should align with both average and median figures for each experience level. Juniors value growth opportunities, while Seniors expect more competitive compensation.

The average salary for a **Junior** tech position is **81’300 CHF** /yr

10%	25%	MEDIAN	75%	90%
37’500 CHF	70’000 CHF	85’000 CHF	97’500 CHF	107’500 CHF

The average salary for a **Regular** tech position is **104’200 CHF**/yr

10%	25%	MEDIAN	75%	90%
82’500 CHF	92’500 CHF	105’000 CHF	115’000 CHF	122’500 CHF

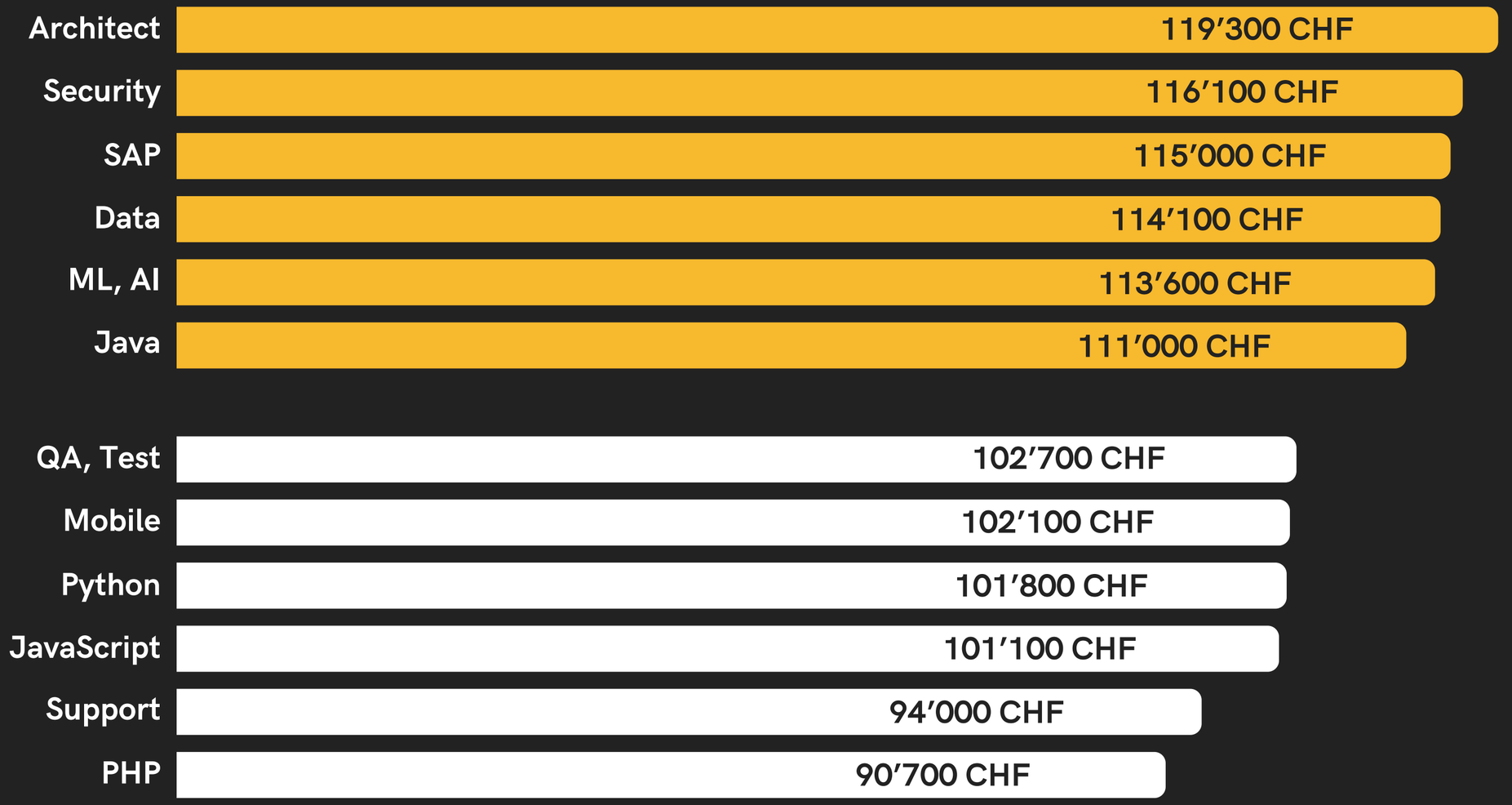
The average salary for a **Senior** tech position is **113’500 CHF**/yr

10%	25%	MEDIAN	75%	90%
95’000 CHF	100’000 CHF	112’500 CHF	122’500 CHF	135’000 CHF

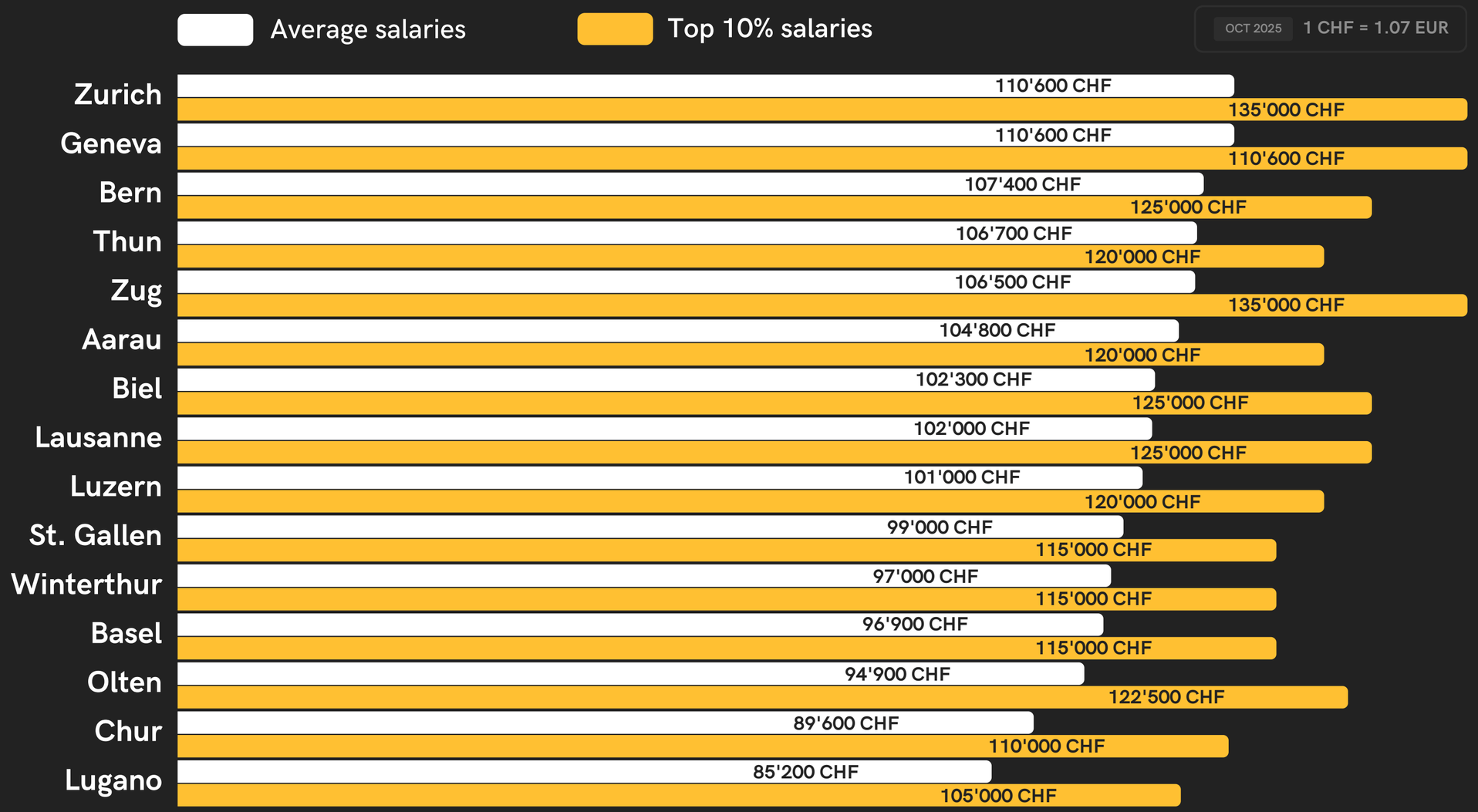
Highest and lowest paying technologies

BY AVERAGE

OCT 2025 1 CHF = 1.07 EUR



IT industry salary trends by city and region



Key points of the salary data in Switzerland

- Architect, Security, SAP, Data, Machine Learning and Java among the highest-paying technologies.
- PHP and Support jobs typically offer lower compensation compared to other languages.
- Zurich, Geneva, Bern and Thun stand out as the leading cities in terms of salaries.
- Lugano, Chur, Olten, and Basel 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 **48’800 EUR** /yr

The average salary for a **Regular** tech position is **60’300 EUR** /yr

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

The average gross annual salary for an IT position in Germany is 62’400 EUR, with a median of 60’000 EUR.

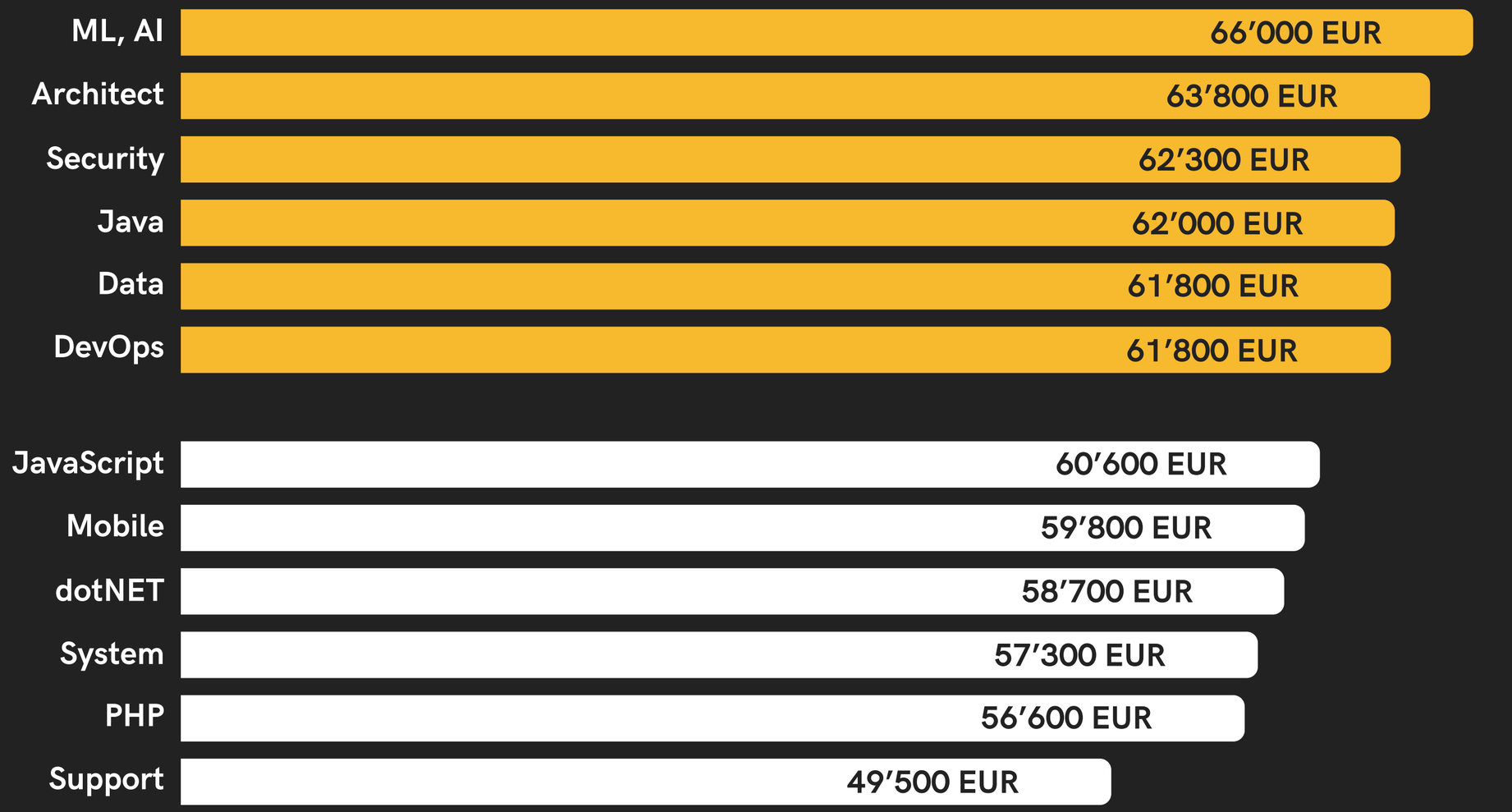
The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings - indicating that 50% of Developers earn more than 60’000 EUR and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making 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 **2025**: **62’400 EUR** /yr

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region

Key points of the salary data in Germany

Machine Learning, Architect, Security and Java among the highest-paying technologies.

Support, PHP and System Engineering jobs typically offer lower compensation compared to other technologies.

Freiburg, Karlsruhe, Frankfurt, Hanover and Munich stand out as the leading cities in terms of salaries.

Dresden, Muenster, Darmstadt and Hamburg are on the lower end but still relatively close to other cities.

Earnings in the IT industry in the United Kingdom

The average salary for a **Junior** tech position is **49’300 GBP** /yr

The average salary for a **Regular** tech position is **61’600 GBP** /yr

The average salary for a **Senior** tech position is **67’000 GBP** /yr

The average gross annual salary for an IT position in the UK is 65’000 GBP, with a median of 60’000 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 60’000 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.

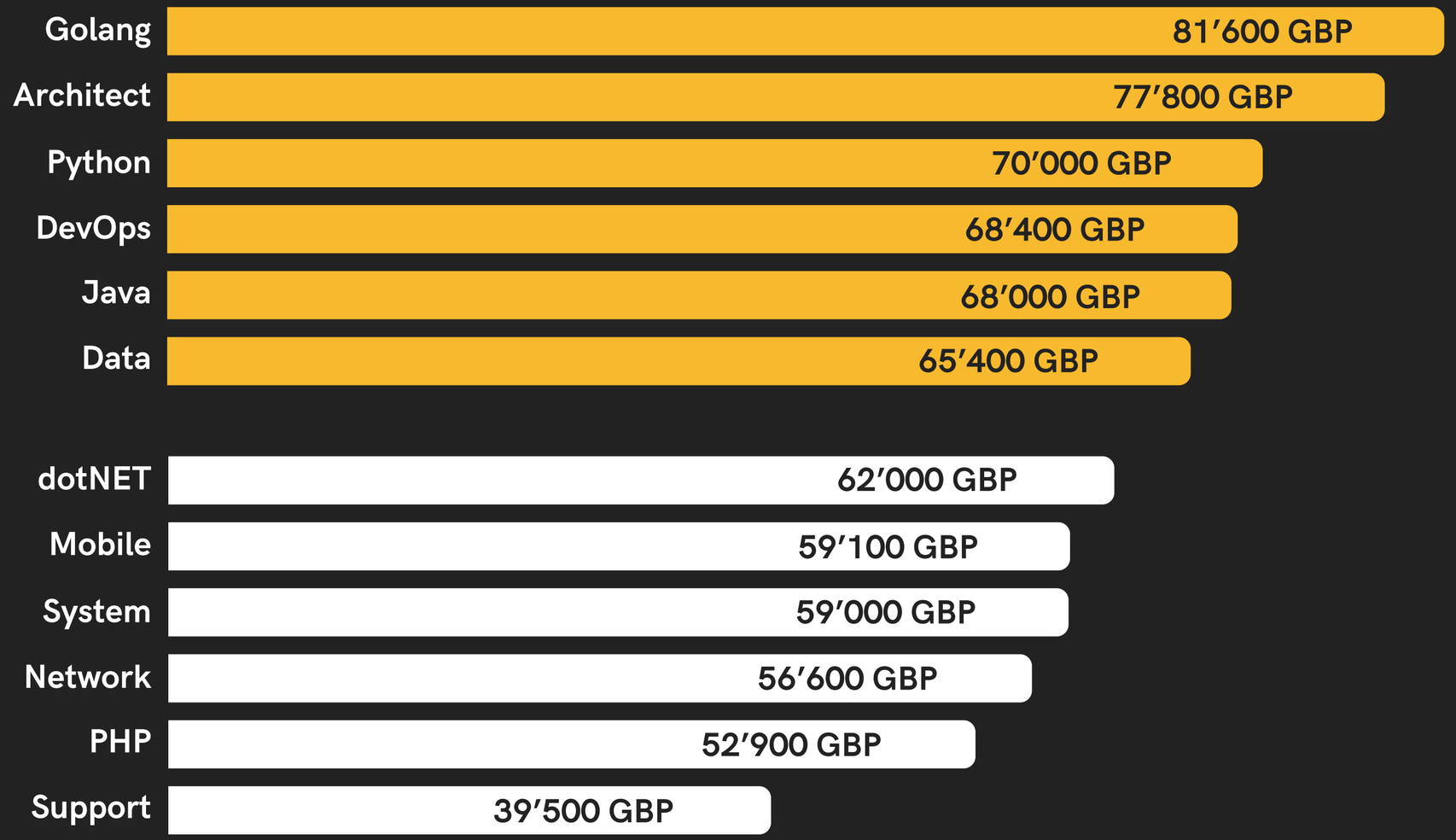
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevITjobs.uk/salaries**

The average IT industry salary in **2025** : **65’000 GBP** /yr

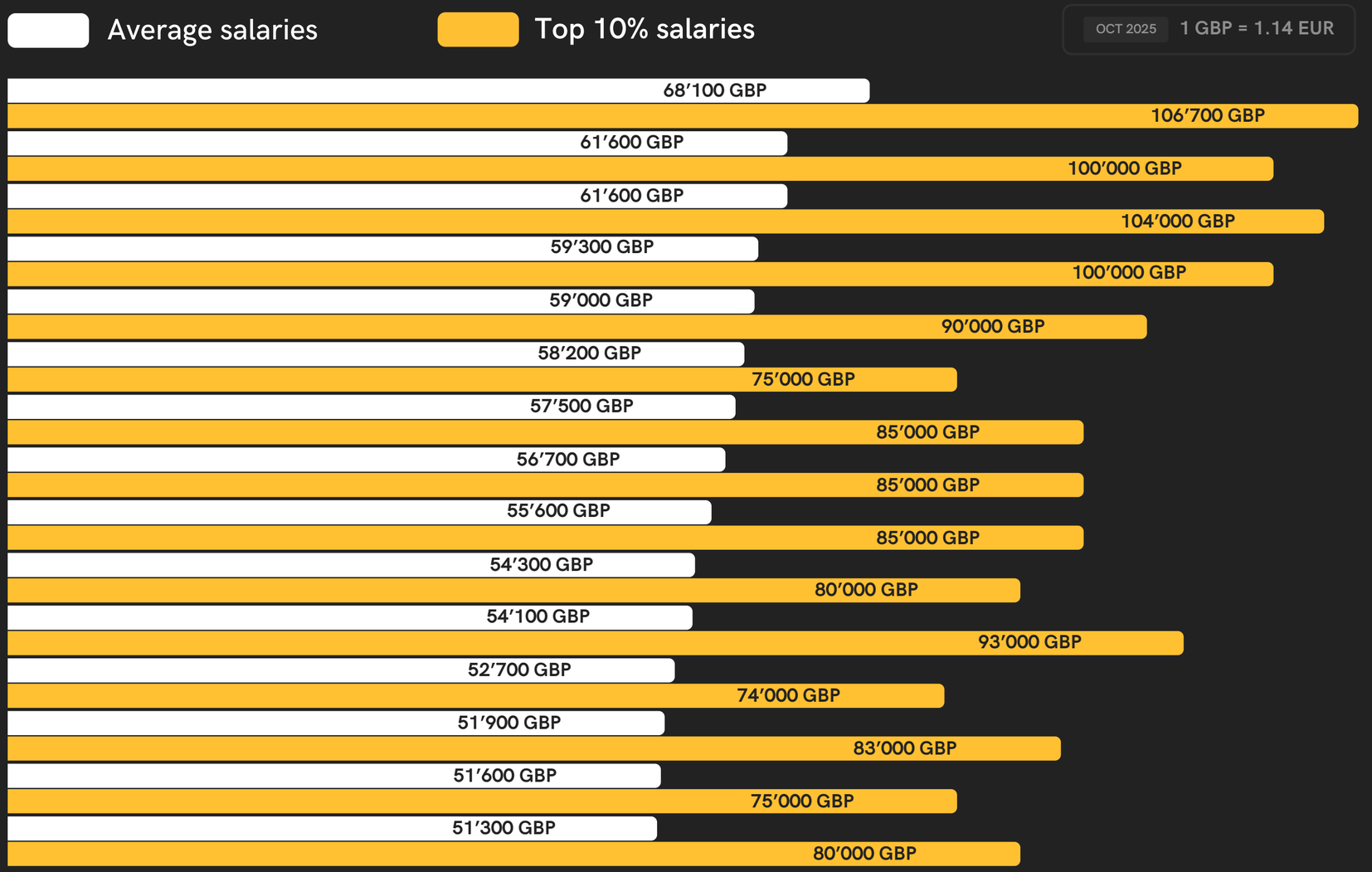
Highest and lowest paying technologies

BY AVERAGE

OCT 2025 1 GBP = 1.14 EUR



IT industry salary trends by city and region



Key points of the salary data

in the United Kingdom

Golang, Architect, Python, DevOps and Java among the highest-paying technologies.

Support, PHP and Network Engineering jobs typically offer lower compensation compared to other positions.

London, Birmingham and Coventry stand out as the leading cities in terms of salaries.

Nottingham, Liverpool, Leicester and Newcastle 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 **17’600 RON**/m

The average monthly net salary for an IT position in Romania is 14’100 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.

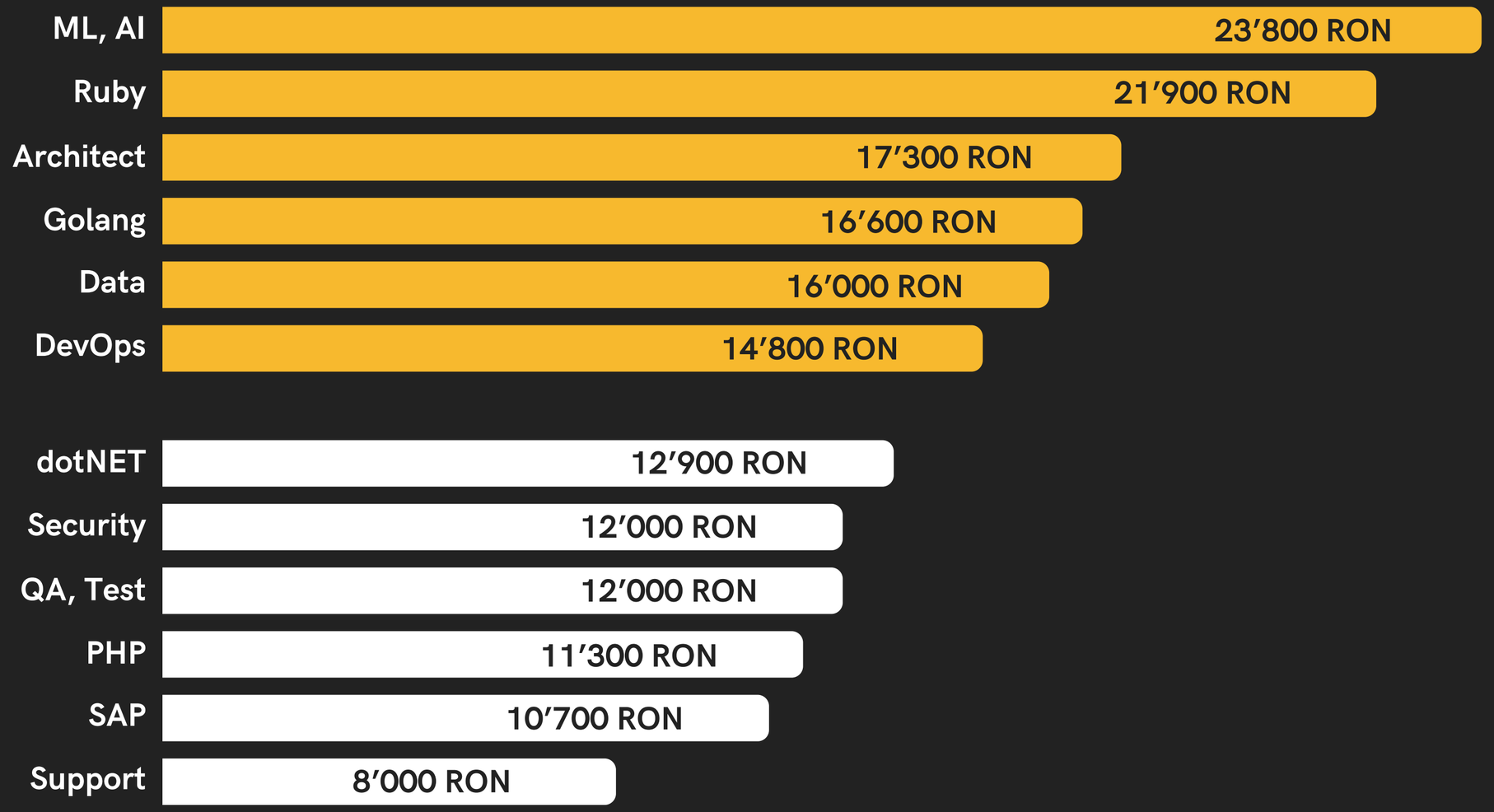
Salaries can vary widely by city, technology, and programming language. For more details, visit our salary statistics page: **DevJob.ro/salaries**

The average IT industry salary in **2025** : **14’100 RON**/m

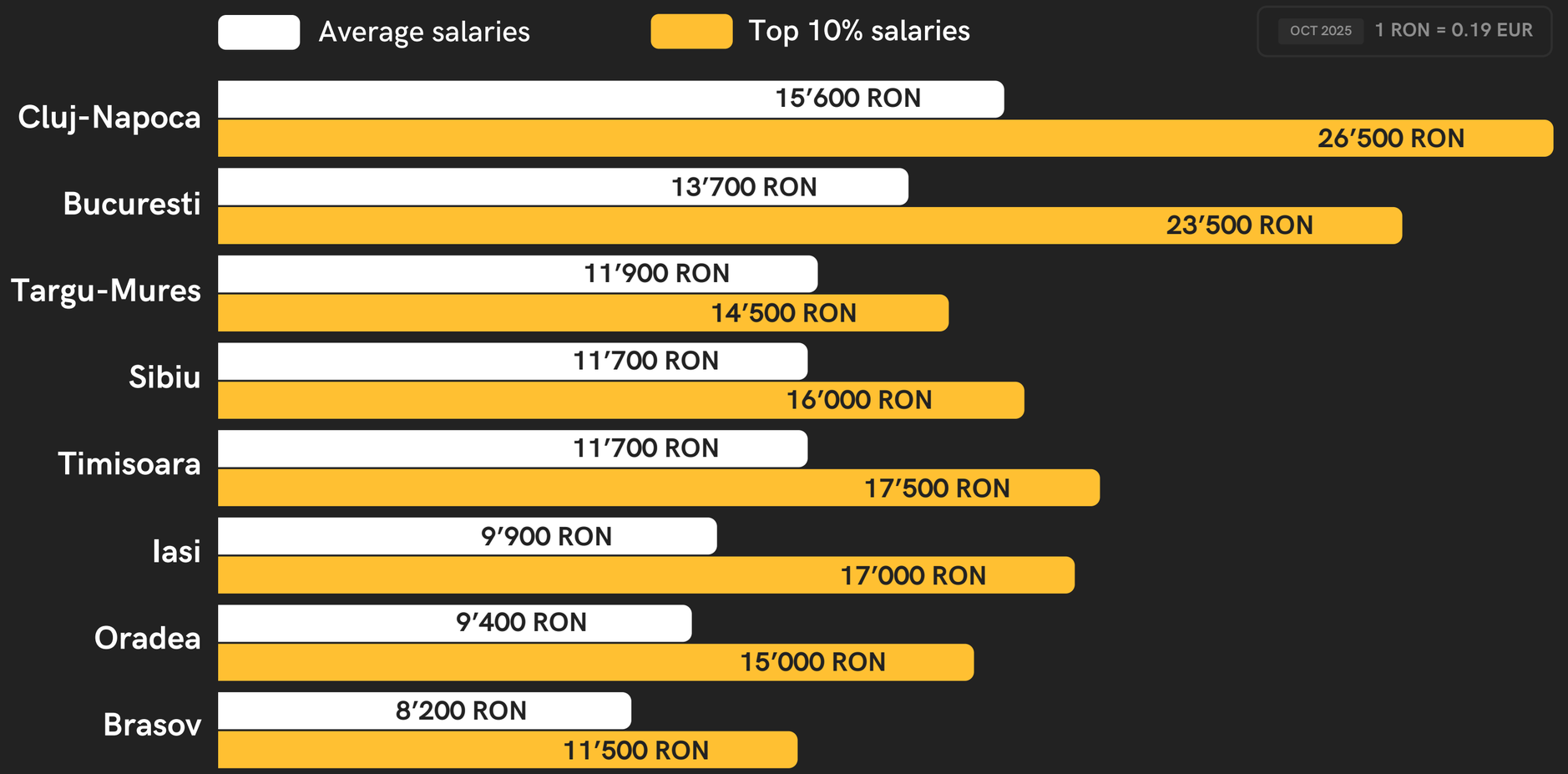
Highest and lowest paying technologies

BY AVERAGE

OCT 2025 1 RON = 0.19 EUR



IT industry salary trends by city and region



Key points of the salary data in Romania

Machine Learning, Ruby, Architect, Golang and Data among the highest-paying technologies.

Support, SAP and PHP jobs typically offer lower compensation compared to other positions.

Cluj-Napoca and Bucuresti stand out as the leading cities in terms of salaries.

Brasov, Oradea and Iasi are on the lower end but still relatively close to other cities.

Earnings in the IT industry in the Netherlands

The average salary for a **Junior** tech position is **50’300 EUR** /yr

The average salary for a **Regular** tech position is **53’600 EUR** /yr

The average salary for a **Senior** tech position is **64’600 EUR** /yr

The average gross annual salary for an IT position in the Netherlands is 55’700 EUR, with a median of 54’000 EUR.

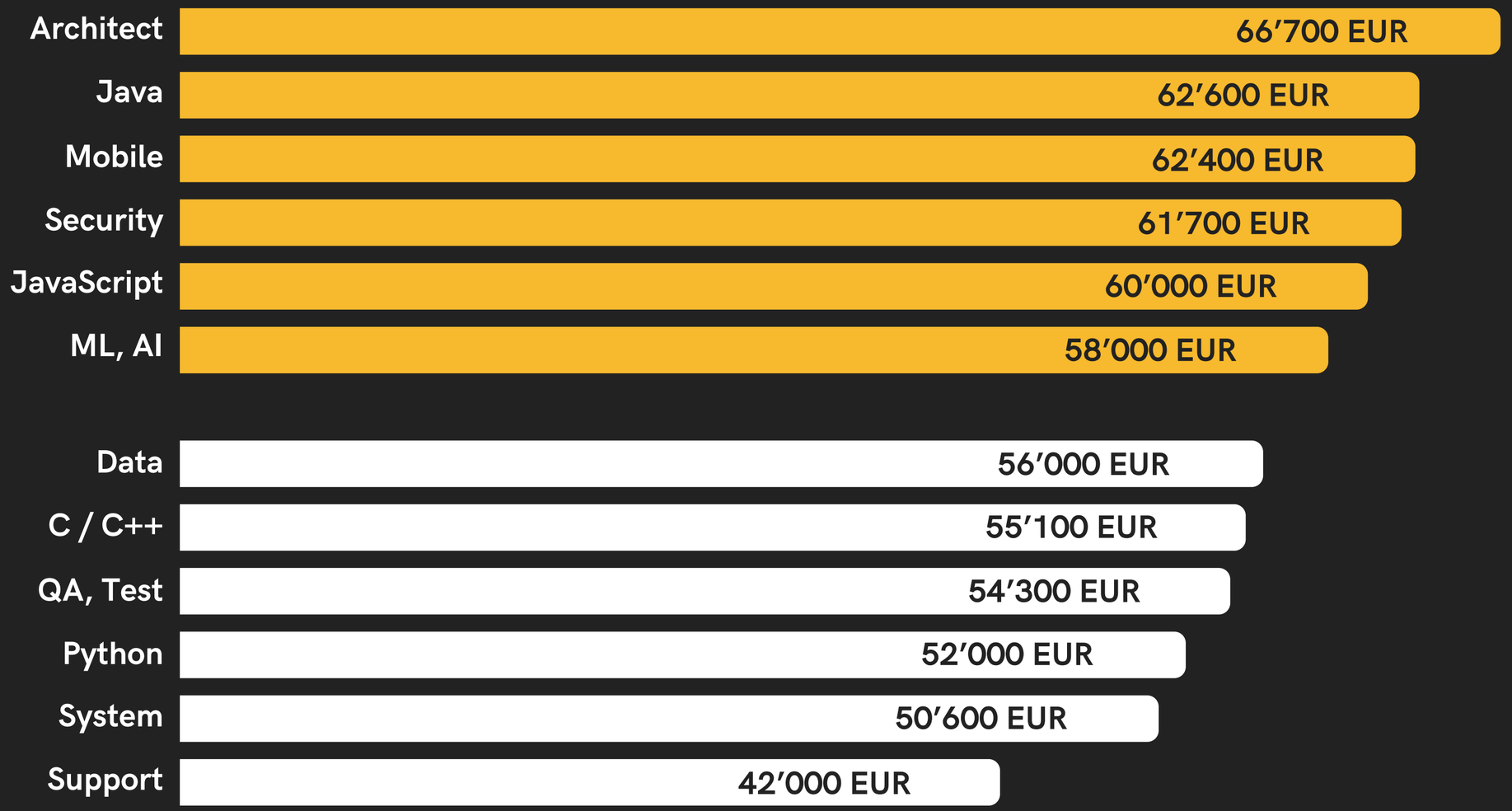
The average is calculated by summing all salaries and dividing by the total number, while the median reflects the typical earnings - indicating that 50% of Developers earn more than 54’500 EUR and 50% earn less. Discrepancies between the average and median are often due to a few high outliers, making 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**

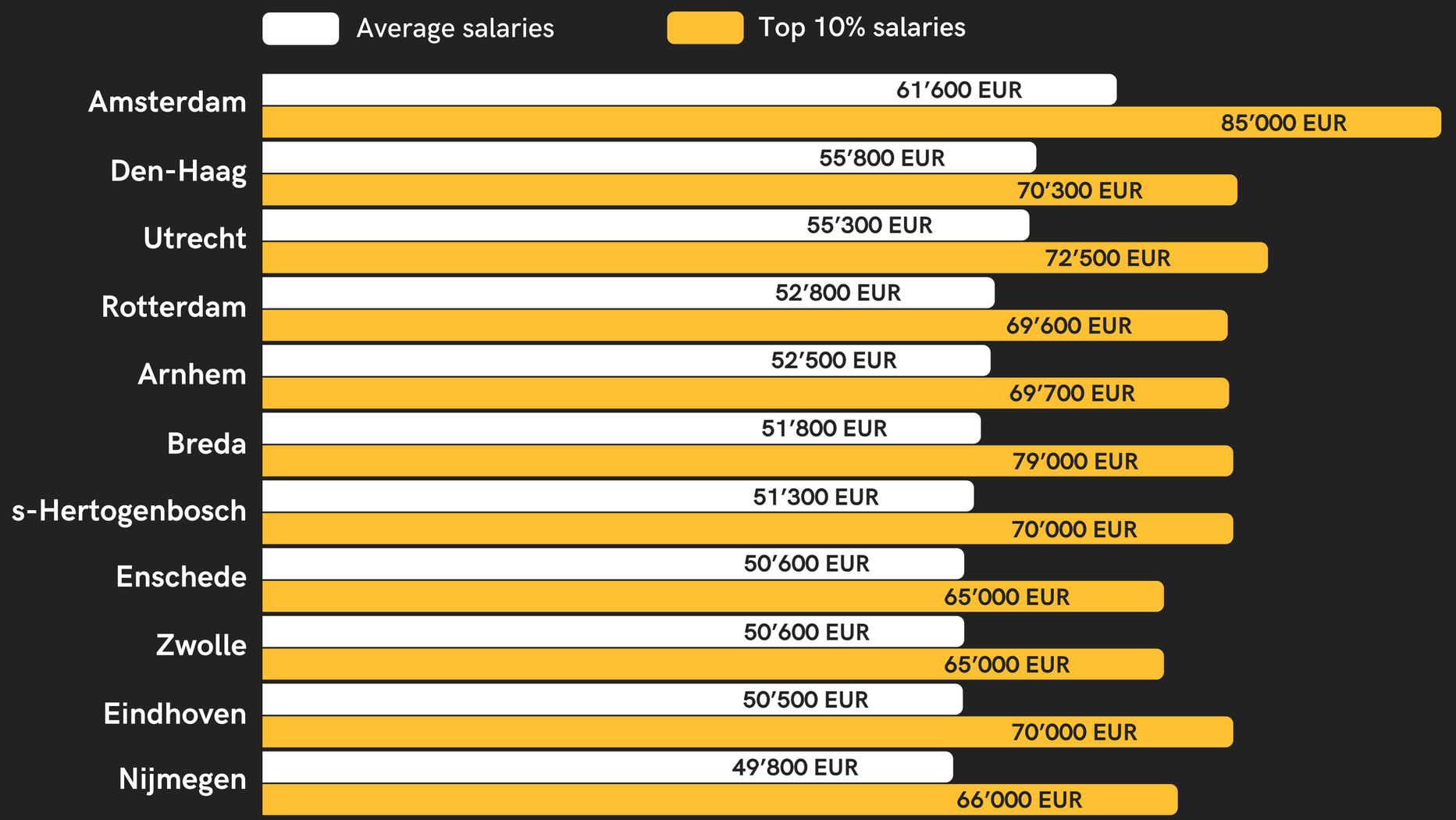
The average IT industry salary in **2025**: **55’700 EUR** /yr

Highest and lowest paying technologies

BY AVERAGE



IT industry salary trends by city and region



Key points of the salary data

in the Netherlands

- Architect, Java, Mobile and Security among the highest-paying technologies.
- Support, System and Python jobs typically offer lower compensation compared to other positions.
- Amsterdam, Den-Haag and Utrecht stand out as the leading cities in terms of salaries.
- Nijmegen, Eindhoven, Zwolle and Enschede are on the lower end but still relatively close to other cities.

Earnings in the IT industry in Poland

The average salary for a **Junior** tech position is **122’700 PLN** /yr

60’000 PLN | 80’400 PLN | 114’000 PLN | 160’800 PLN | 181’200 PLN

The average salary for a **Regular** tech position is **240’700 PLN** /yr

127’400 PLN | 181’200 PLN | 242’400 PLN | 292’800 PLN | 336’000 PLN

The average salary for a **Senior** tech position is **302’300 PLN** /yr

201’600 PLN | 252’000 PLN | 302’400 PLN | 343’200 PLN | 396’000 PLN

DATA BY: SOLID.Jobs

The average gross annual salary for an IT position in Poland is 268’300 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.

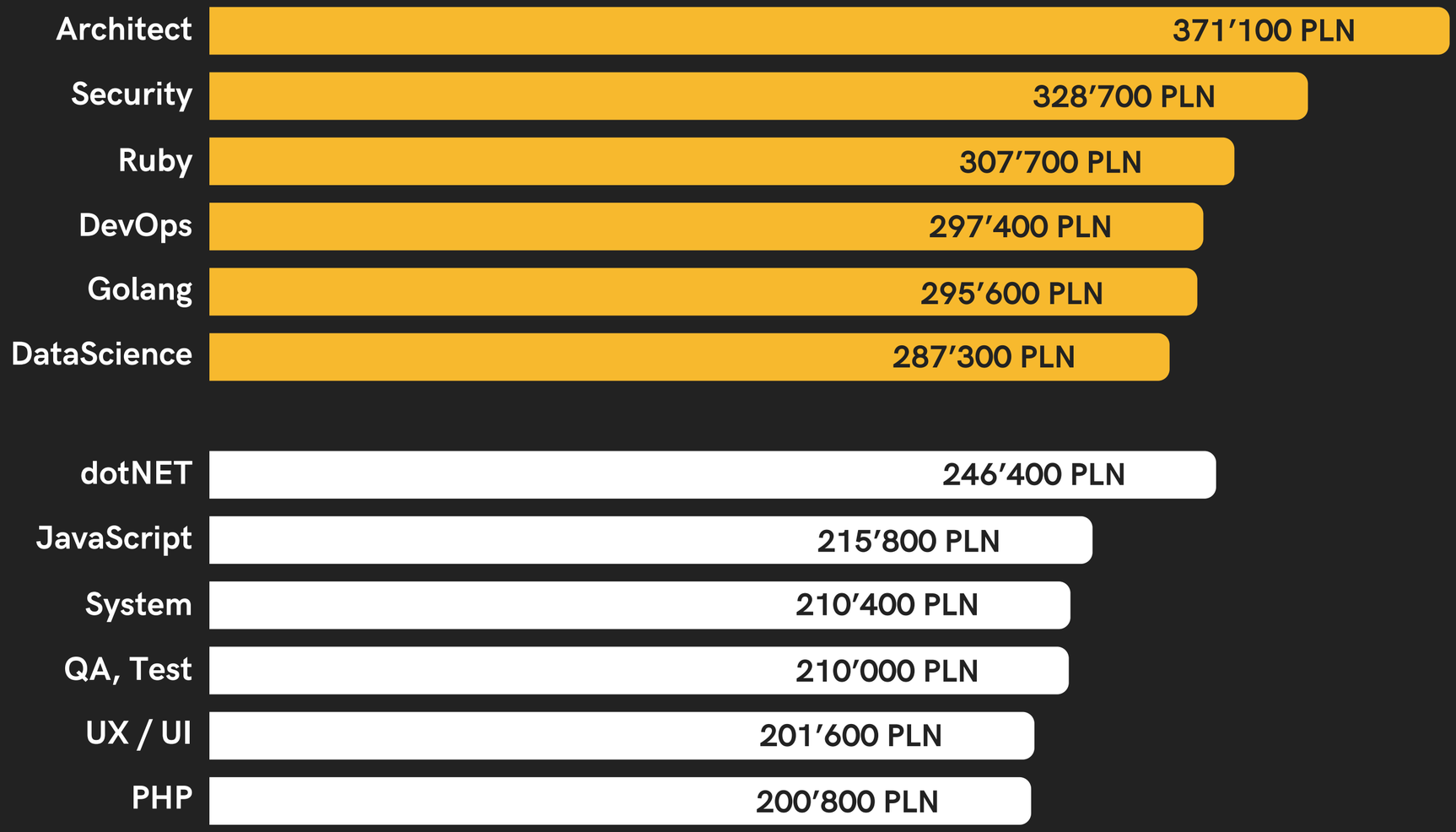
The average IT industry salary in **2025**: **268’300 PLN** /yr

144’000 PLN | 216’000 PLN | 272’400 PLN | 322’800 PLN | 362’400 PLN

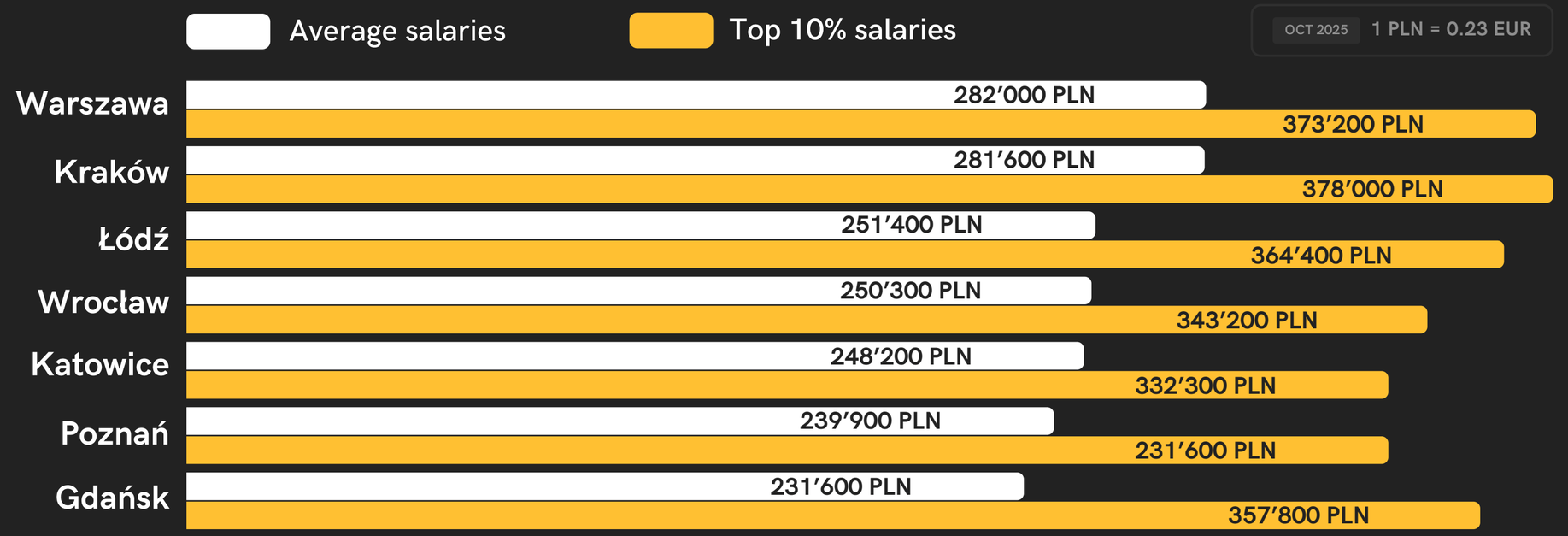
Highest and lowest paying technologies

BY AVERAGE

OCT 2025 1 PLN = 0.23 EUR



IT industry salary trends by city and region



The year 2025 has brought stabilization to the job market, along with a modest rebound in the number of available positions. This improvement, however, has come at the expense of compensation levels, as salaries have decreased for the first time in many years. Another noticeable shift is the reduction in fully remote roles, which are increasingly being replaced by hybrid work arrangements. At the same time, junior positions are making up a shrinking share of new openings, as employers show a stronger preference for candidates with prior experience. In the long term, this development may carry risks, since a few years from now the market could once again struggle with a shortage of skilled professionals.

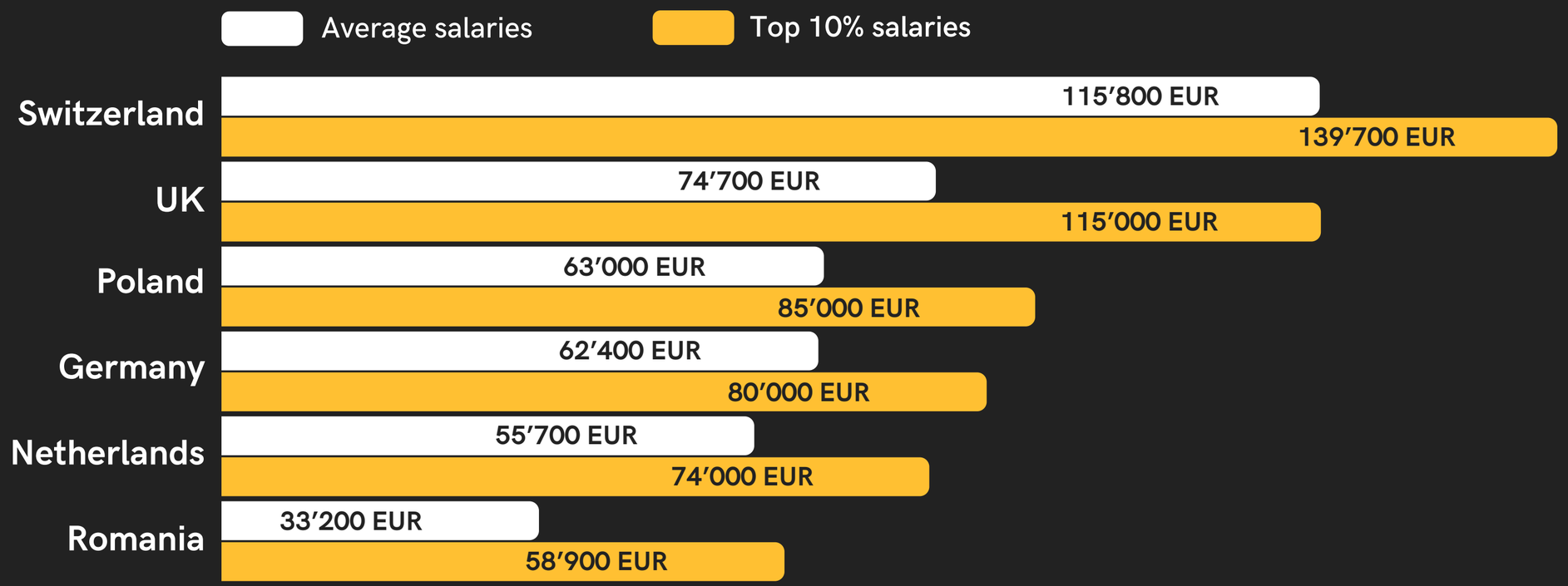
Łukasz Drynkowski

Growth Engineer,
SOLID.Jobs

Key points of the salary data in Poland

- Architect, Security, Ruby, DevOps and Golang among the highest-paying technologies.
- PHP and UX, UI jobs typically offer lower compensation compared to other technologies.
- Warszawa and Kraków stand out as the leading cities in terms of salaries.
- Gdańsk and Poznań are on the lower end but still relatively close to the other cities.

IT industry salaries across Europe



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

Emerging markets such as Poland and Romania are becoming increasingly 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.

SwissDevJobs.ch

GermanTechJobs.de

DevITjobs.uk

DevJob.ro

DevITjobs.nl

DevITjobs.fr

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

The report was created by our Research & Communications Team (October 2025).

You're welcome to share or cite the insights – just reference "European Transparent IT Job Market Report 2025" and include a link: devitjobs.uk/report

For feedback, media inquiries, or collaboration opportunities, reach out at:

media@devitjobs.uk

We'd love to hear your thoughts, especially if your own experience tells a different story.

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