IT SALARY
BENCHMARK
EUROPE
2023

This preview version includes data for Germany and United Kingdom only

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IT SALARY BENCHMARK

EUROPE 2023

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Orange Sputnik

Orange Sputnik is a remote-first Dedicated Developers Teams Provider.

We share our Technical Expertise to your business with the help of vetted engineers and developers from our tech talent pool.

Our approach based on many years of experience in a Dedicated Team Building and known as Staff Augmentation which is more cost-effective to extend your team.

Why hire
Dedicated Teams

Dedicated Teams are the business strategy that refers to cooperation as an alliance of forces with mutual growth commitment and engagement.

Developers are selected based on the customer's project requirements for their experience and skillset.

The customer may choose to manage the team on its own, however, mostly prefers to delegate communication to the project manager.

Dedicated team is easy to understand, flat, and totally transparent outsourcing cooperation model.

Key numbers to know about your
business loses

- **40% of time** is usually spent by business owners to manage the team

- **20%** of the engineer's **annual budget** will cost the founder if an outsourcing HR agency is contracted to find the candidate

- **42 days** on average to hire new employee

- **6 months** on average to find a relevant candidate matching hard and soft skills, and fitting company culture

- **$4000** - the average cost of hiring a new employee

Ready to
void cons
of in-house?

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BENCHMARK

EUROPE
2023

Our major
data sources

eurostat

NO
FLUFF
JOBS ™

glassdoor

AngelList

stack**overflow**

in

indeed ®

MONSTER

Methodology

While vetting candidates Orange Sputnik accessing to an ample volume of over 5 million candidates applications. Along with processing our own database, the vetting process made it possible to cast this benchmark and make it publicly available.

How we run the benchmark:
(1) Collecting the data
(2) Anonymizing information
(3) Harmonizing data into table view
(3) Redundant records cleaning up
(4) Validating records
(5) Aggregating set of value into distinct records

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IT SALARY BENCHMARK

EUROPE 2023

Economical Outlook

Intro

The economy of Europe comprises about 748 million people in 50 countries.
The EU as a whole is the third largest economy in the world, below the United States and China.

As of August 2023, 118 (23.6%) of the Fortune Global 500 companies are located in Europe.

Europe's top 5 largest national economies by nominal GDP are:

- Germany (€4.07 trillion),
- United Kingdom (€3 trillion),
- France (€2.79 trillion),
- Italy (€2 trillion),
- Spain (€1.5 trillion)

Outlook and Near-term challenges

At first glance, the European economy seems to be approaching a relatively benign moment.

IMF expect a whole 2023 growth of Europe as 1.3% (2,7 in 2022), picking up to 1.5% in 2024. Advanced economies are expected to go from 0.7 % to 1.2%, while Emerging European Economies are expected to have a sharper recovery from about 1 to about 3 %.

However, energy-intensive and manufacturing-oriented economies, such as Germany and Hungary, are performing less well.

As the pandemic and Russia's war in Ukraine hit European economies, in only 2 years prices increased by 25 percent, as much as over the 5 years following the global financial crisis. In Hungary, inflation reached 25 percent at end- 2022, and prices have increased by 41 percent cumulatively from end-2020 to August 2023. This rapid and massive price shock eroded workers' purchasing power and left a large real wage gap.

Europe have already experienced big shocks from fragmentation, especially Russia's war in Ukraine. And it is expected some additional commodity price spikes that feed through to core inflation. More generally greater fragmentation brings more trade restrictions and disruptions of supply chains, continuing to generate negative supply shocks, which will be inflationary.

The strength of the labor market is fundamentally good news.

Vacancy to unemployment ratios stand at record highs and unemployment rates at record lows in most of Europe.

Medium-term challenges

Europe's medium-term growth prospects have been declining for some time.

The pandemic and the energy crisis have resulted in significant scarring to the level of output. And this comes at a time when countries also grapple with the structural shifts from fragmentation, climate and technological change, and demographic pressures.

Fragmentation is a particularly potent economic challenge. The increasing trade restrictions and reconfiguration of supply chains, besides raising production costs, can further dampen Europe's weak productivity growth.

While reshoring or near-shoring some aspects of production may present some opportunities to some countries, these are only available if cost competitiveness is preserved, especially on wages.

* based on IMF The European Outlook Report by Laura Papi, Deputy Director of European Department

Salary
Benchmarking

There is a trend in developed countries favoring technologically enabled domains. Automation and digitalization drive rising demand for tech-related jobs including software engineers, data analysts, and professionals involved in cybersecurity.

The labor-intensive industries such as manufacturing keep gaining ground in emerging markets due to lower wages and salaries.

While upgrades to technology bring up new possibilities, they can also result in job displacement, particularly for boring functions.

And we are still only at the very beginning of the market transformation and the widespread use of personal assistants based on Large Language Models ChatGPT alike.

In this benchmarking report we focus on gross salary statistics for Senior IT Professionals in European countries.

The data tables demonstrate the distribution of salaries for respective job occupations by the percentile (25th, 50th, and 90th) to give insights into compensation standards.

This percentile tables illustrate which jobs make a greater rate than others.
Alongside to this every section offers a general summary of each country economics.

Enjoy the benchmark!

Igor Popov,
the CEO of Orange Sputnik

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GERMANY

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GERMANY

Germany's IT sector is an European powerhouse, distinguished by a strong emphasis on innovation, research, and technological development.
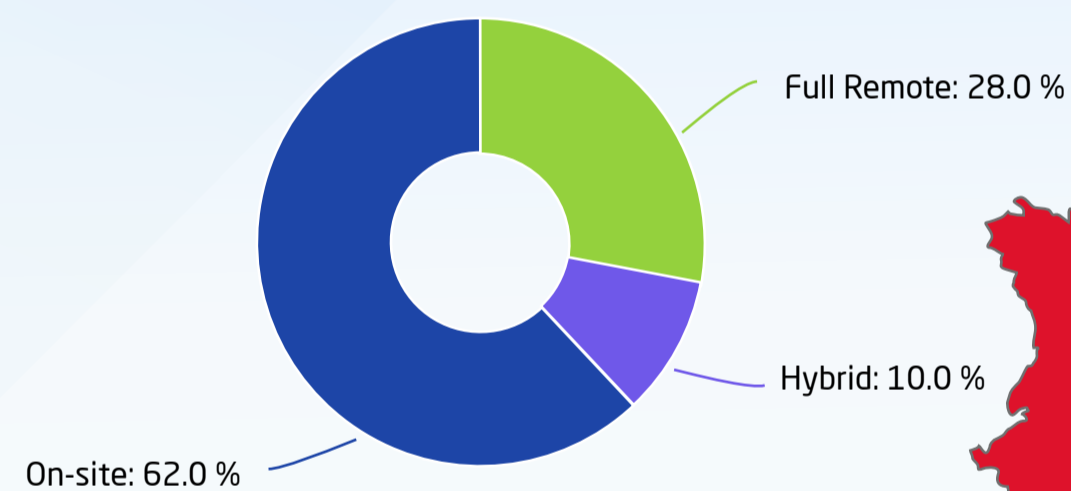
Cities such as Berlin, Munich, and Frankfurt have positioned themselves as significant IT centers, supporting an entrepreneurial and digital transformation culture.

Germany's strong industrial foundation, along with a talented workforce and smart investments in sectors such as Industry 4.0, puts the nation as an important participant in determining the future of technology and digitalization.

Population by gender

- Male
- Female

State of remote workers

Full Remote: 28.0 %
Hybrid: 10.0 %
On-site: 62.0 %

English speaking
56.3%

Population
83.28m

GDP
€4.07t

Cost of living
€1,388

CPI
117.8

Minimum wage[1]
€1,920

Average salary
€3,801

[1] Minimum wage in Germany is €12 per hour. Stated minimum wage is a multiplication of minimum hourly wage by 160 (average amount hours per month for a full-time load).

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GERMANY

Job Title	Salary Range
Android Developer	€114.7k - €132.3k
Backend Developer	€94k - €108.4k
Business Analyst	€90.1k - €104k
C++ Developer	€111.4k - €128.6k
C# / .NET Developer	€106k - €122.3k
Database Administrator	€80.9k - €93.3k
DevOps Engineer	€108.7k - €125.4k
Frontend Developer	€71k - €81.9k
Fullstack Developer	€98.7k - €113.8k
Game Developer	€65.6k - €75.6k
Golang Developer	€83.6k - €96.4k
iOS Developer	€124k - €143.1k
IT Project Manager	€113.6k - €131.1k
Java Developer	€95.1k - €109.7k
JavaScript Developer	€87.4k - €100.8k
NodeJS Developer	€91.8k - €105.9k
PHP Developer	€87.4k - €100.8k
Python Developer	€90.7k - €104.6k
Quality Assurance Engineer	€78.7k - €90.8k
Ruby Developer	€94.5k - €109k
Scrum Master	€110.3k - €127.3k
System Administrator	€69.9k - €80.7k
UX/UI Developer	€87.4k - €100.8k

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UNITED KINGDOM

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UNITED KINGDOM

The IT sector in the United Kingdom is a flourishing and dynamic industry that comprises a diverse variety of technology and services.

London, in particular, stands out as a significant global digital hub, with a plethora of startups and established businesses.

The United Kingdom's dedication to innovation, digital infrastructure, and a talented workforce places it as a significant player in the expanding European and worldwide IT sector environment.

Population by gender
- Male
- Female

State of remote workers
- Full Remote: 16.0 %
- On-site: 40.0 %
- Hybrid: 44.0 %

English speaking
98.3%

Population
67.8m
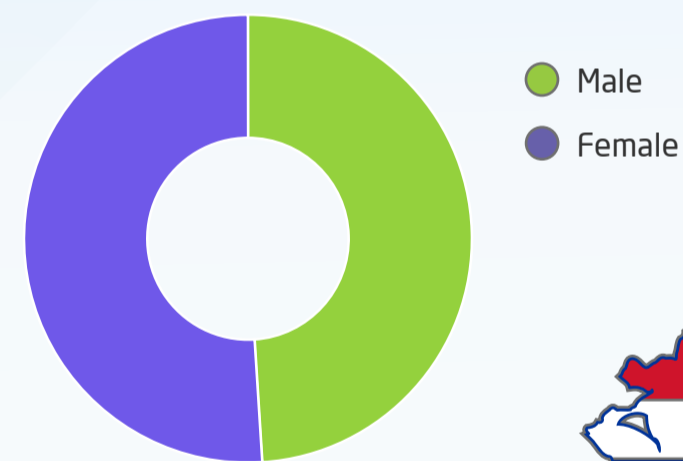
GDP
€3t

Cost of living
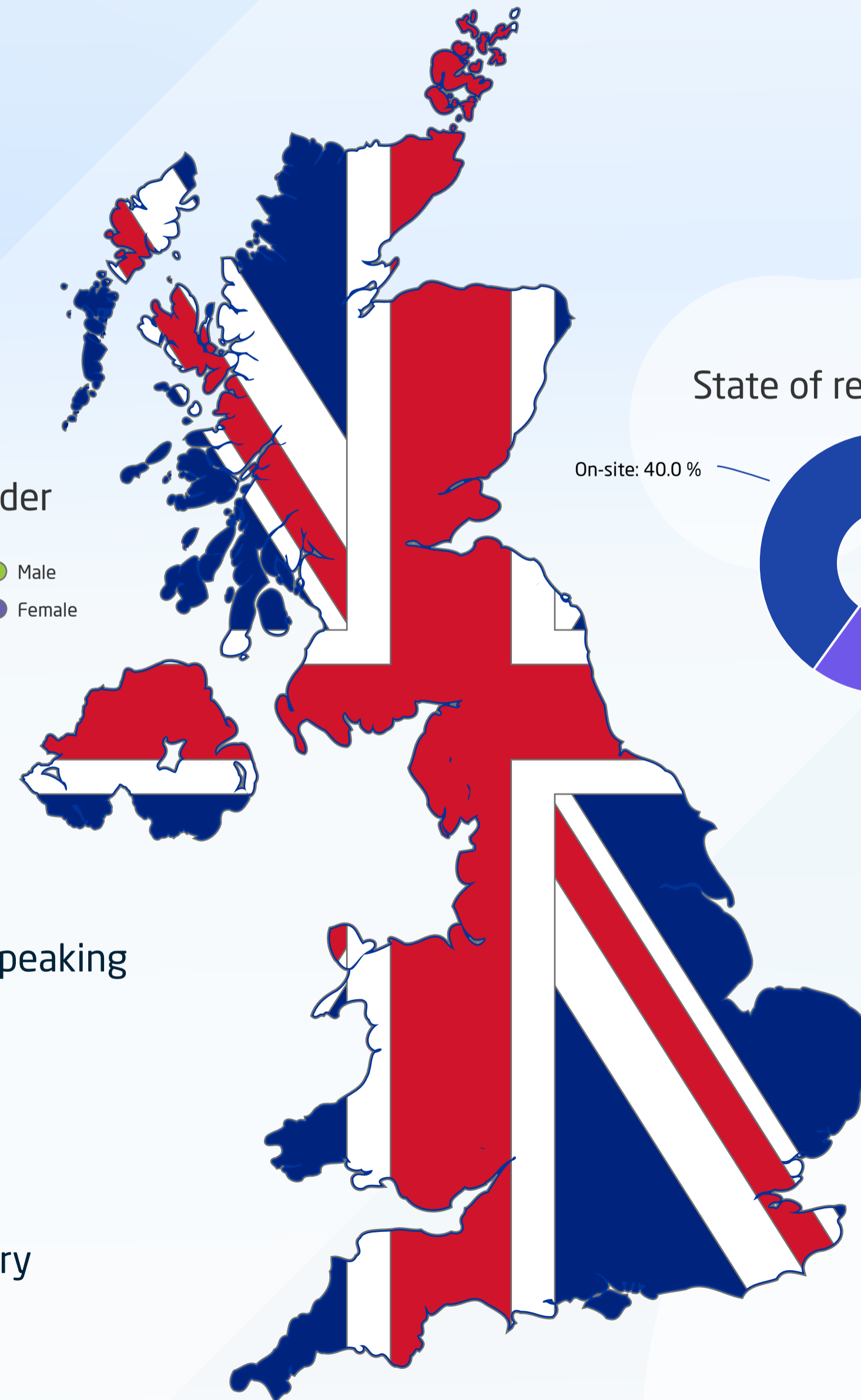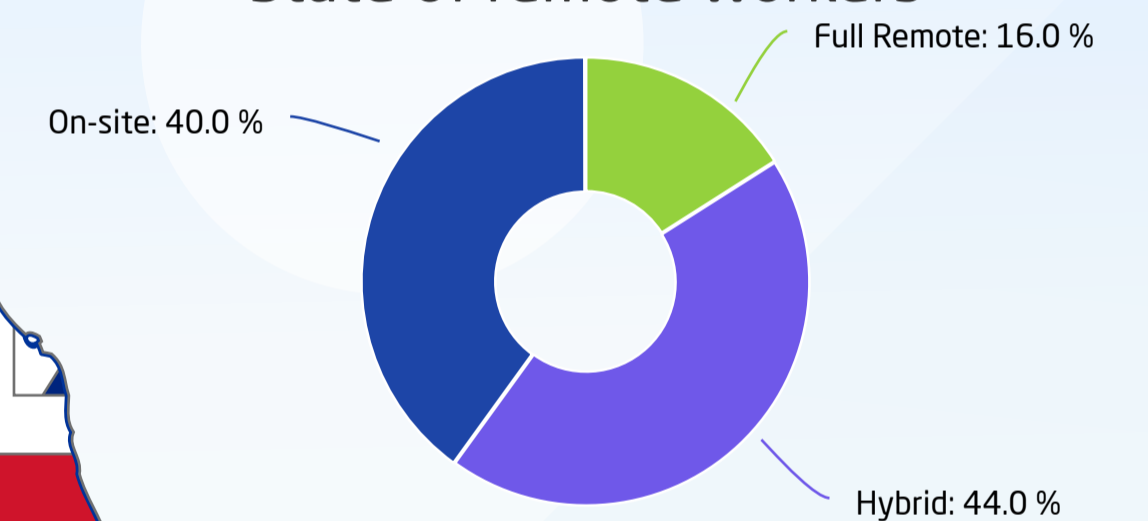€1,830

CPI
132

Minimum wage[1]
~€1,920

Average salary
~€3,355

[1] Minimum wage in The United Kingdom is shown based on national living wage (NLW) hourly rate of £10.42 for 23 years and older for a full-time workload of 160 hours per month.

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UNITED KINGDOM

Job Title	Salary Range
Android Developer	€85.6k - €102.2k
Backend Developer	€86.6k - €103.3k
Business Analyst	€68.3k - €81.5k
C++ Developer	€81.9k - €97.7k
C# / .NET Developer	€82k - €97.8k
Database Administrator	€61.2k - €73k
DevOps Engineer	€118.8k - €141.7k
Frontend Developer	€65.6k - €78.2k
Fullstack Developer	€90.9k - €108.4k
Game Developer	€65.6k - €78.3k
Golang Developer	€62.4k - €74.5k
iOS Developer	€101.8k - €121.5k
IT Project Manager	€99.3k - €118.4k
Java Developer	€80.9k - €96.6k
JavaScript Developer	€77.5k - €92.4k
NodeJS Developer	€81.4k - €97.1k
PHP Developer	€63k - €75.1k
Python Developer	€69.8k - €83.3k
Quality Assurance Engineer	€72.9k - €87k
Ruby Developer	€72.6k - €86.6k
Scrum Master	€87.1k - €104k
System Administrator	€53.3k - €63.6k
UX/UI Developer	€69.3k - €82.7k

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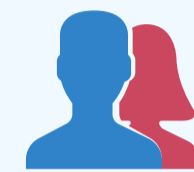## IT SALARY BENCHMARK

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Details

This overview offers a complete set of information to help you understand each country's dynamics and differences in the scope of their IT sector.

You can find information about selected 33 democratic European countries with a population of more than 1 million.

For ease of comparison, we selected 23 job positions and represented annual salaries in a tabular form. These numbers showing gross pay for Senior Professionals and are showcased as bands that span from the 25th to the 75th percentile.

You can reveal a short general IT sector overview together with country-wide signifiers.

Signinfiers

Population
Showing estimated amount of people in a country

Cost of living
Average cost of living per one person total with rent

GDP
Estimated GDP for 2023

CPI
Consumer Price Index for November 2023

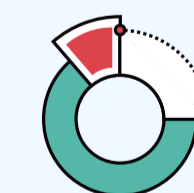**Minimum wage**
Official data for minimum pay for November 2023

Average salary
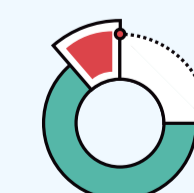Official data for average pay for November 2023

English speaking
Percent of English speaking people in a country

Population by gender
Gender ratio of the country's population

State of remote workers
Workers ratio who are engaged in remote work setup

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