

Global Tech Talent Trends

→ 🌐 {} 2022

The largest community-based tech talent report

Salary

Remote work

WFH countries

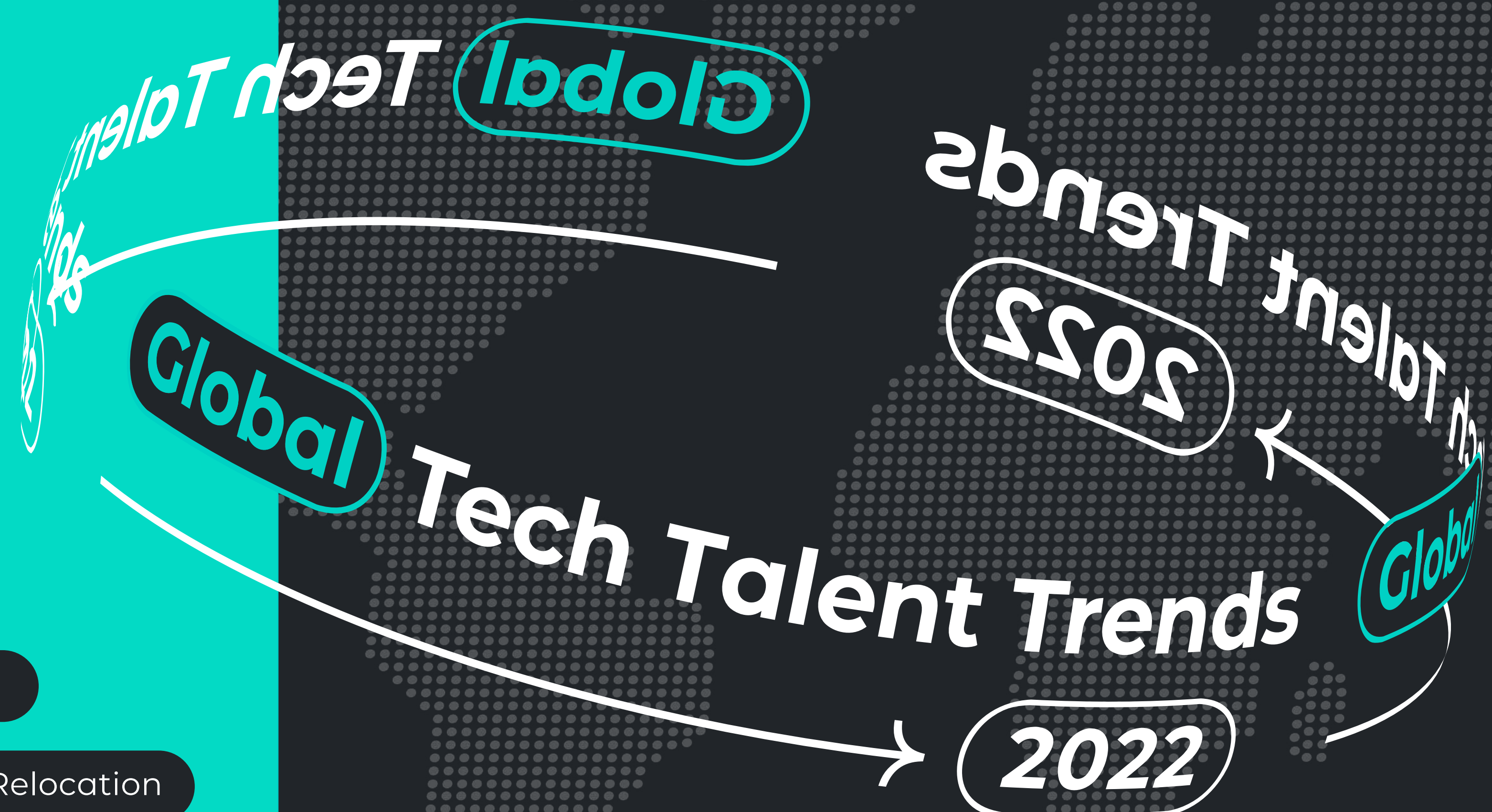
Programming languages & frameworks

Relocation

Work across-borders

Perks

Career Drivers



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Introduction

The world has changed drastically in the last two years and the tech market is no exception.

Remote work went from nice-to-have to almost mandatory. Hiring and working across-borders or relocating to another country are no longer exceptions but proven trends. The scarcity of tech talent worldwide is now bigger than ever, with huge impacts on both local and global tech market contexts.

These changes raise many serious questions, ones that the Global Tech Talent Trends 2022 report aims to answer for tech professionals, companies and policymakers.

This report has an ambitious global coverage and is powered by data from 6.568 respondents worldwide. Its' sections — Demographics, Professional Roles, Tech Stacks, Remote and Global Work, Career Management and Salary & Perks—provide insights that not only allow tech professionals to make more informed career decisions under a global perspective, but also help companies to better understand the new nature of the global tech market and how they should position themselves to hire and retain the talent they so desperately need.

Some indicative insight nuggets to open your appetite: 14,4% of tech professionals work as contractors; 88,8% of tech professionals work full

or hybrid remote; 18,6% work remotely for a company across-borders and 8.9 in 10 professionals are highly motivated for this type of work; Europe is the preferred continent both for working remotely to and for relocation; the main reason for relocation is Quality of Life; 7.6 out of 10 tech professionals are looking to change jobs in the next 3 months; the average annual salary varies from 20.071€ (Africa) to 84.224€ (North America); only 51,2% of women had a salary raise, against 62,6% of men; Local Outsourcing companies pay the worst salaries.

At [Landing.Jobs](#), we believe in the inevitable globalisation of the tech talent market. For that market to work, there's a need to avoid asymmetry and lack of information. This report was built by the tech community for the tech community. It's the first edition, and it'll be improved each year with the contributions from you and other tech professionals all over the world. Please reach out to us with feedback, suggestions or anything else at letstalk@landing.jobs.

Join us in building better futures.
Join the globalisation of tech work.

Pedro Moura
CMO @ Landing.Jobs

Highlights

1. Demographics

- 14,4% of tech professionals work as Contractors / Freelancers
- 17% are Females or Non-binaries (South Americans only 11,1%)
- Regarding education, Tech Bootcamps and Self-thaught represent only 4,2% of tech professionals

2. Professional Role & Tech

- 30,7% of professionals are in Tech Management roles
- 51,7% of people in Developer roles are Full-stack, Back-end or Front-end
- 41% of workers have more than 9 years of experience
- Javascript is the most used language (15,8%)
- Javascript-based frameworks usage account for more than 60% of total

3. Remote and Global work

- 88,6% of professionals work full or hybrid remote
- 18,6% of tech professionals work remotely for a company across-borders
- From the ones mentioned above, Africans (72,8%), Asians (72,6%) and South Americans (82,1%) work for companies in other continents
- Tech professionals are highly motivated to work remotely across-borders (8.9 / 10)
- Africans (76,5%), Asians (71,1%) and South Americans (75,8%) are the most motivated to work remotely across-borders
- Europe is the preferred continent to work remotely across-borders to (34,1%) followed by North America (24,9%)
- Main reason to work remotelly across-borders is 'Better work-life balance' (25,1%)
- Regarding relocating to another continent, Asians (79,9%), South Americans (84,3%) and Africans (87,9%) are the most open to it.
- Europeans are the less inclined to relocate to another continent (29,7%), but the more open to relocate to a country in the same continent (29,9%)
- Europe is the preferred continent to relocate to (41,2%) followed by North America (27,5%)
- The main reason to relocate to another continent is Quality of life (23,2%)

Highlights

4. Career management

- Regarding Career Drivers, Salary & benefits top the rank (19,2%), followed by Work-life balance (16,6%)
- Tech professionals' permanence in their current job is 2.8 years, varying from 1.7 years for juniors and 4 years for seniors. Having children correlates highly with longer job permanence
- Motivation to change jobs in the next 3 months is 7.6 / 10.
- European professionals are the less motivated to change jobs (6.5 / 10)
- LinkedIn is the top channel to look for new jobs (36,4%) followed by Friends / referrals (16%)

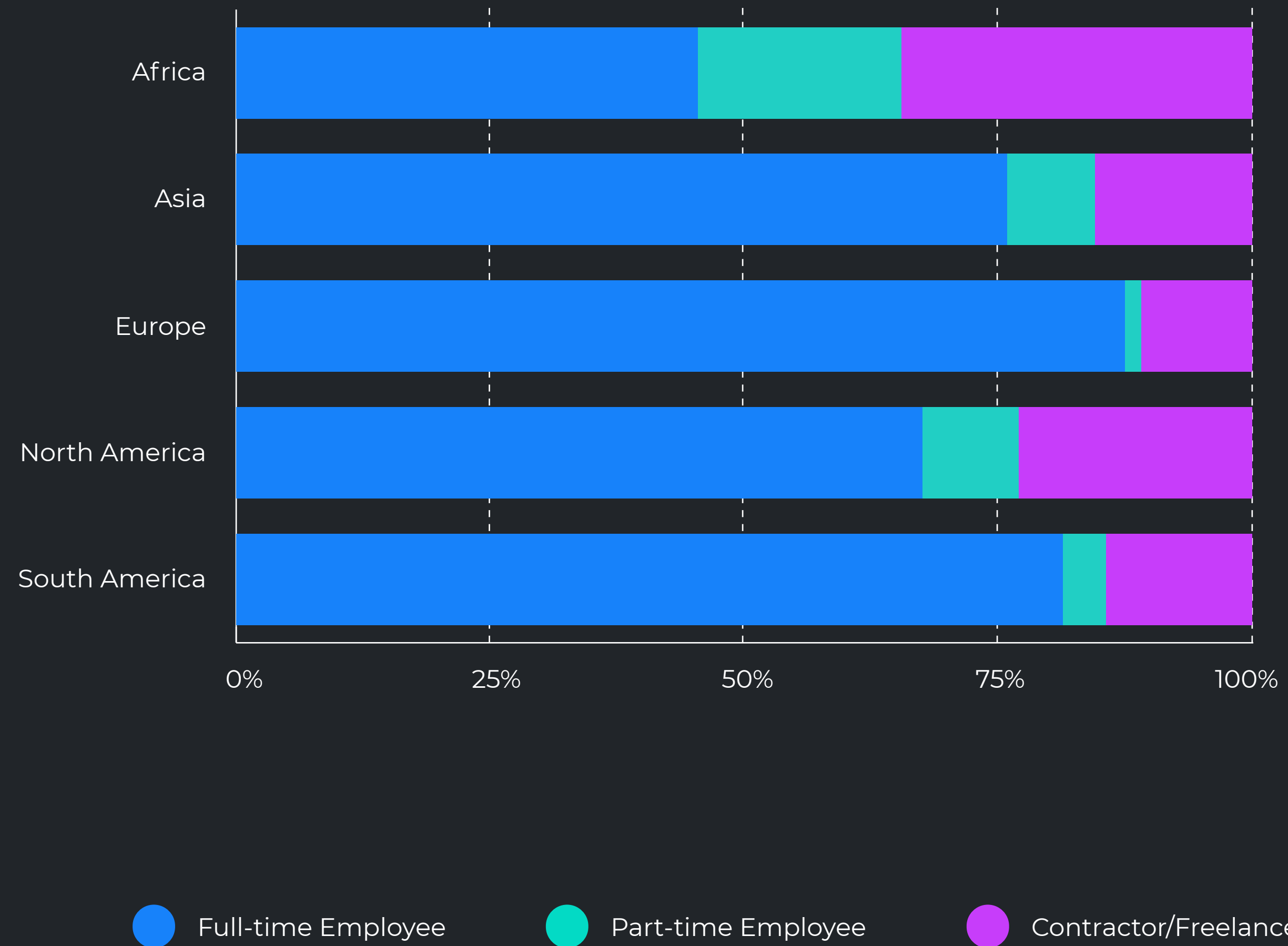
5. Salary and Perks

- Health benefits (19,7%) and Annual Bonus (18,2%) are the most sought for job perks
- Average annual salaries vary from 20.071€ (Africa) to 84.224€ (North America)
- Tech Management roles earn, on average, 1,4x more than Developers
- Regarding work experience, professionals with 6 or more years earn, in average, 2,5x more than the ones with 3 years or less
- Local Outsourcing is the worst paying company type, with Scale-ups on top (average salary 2x higher than the former)
- Full office jobs are the most poorly paid (1,9x less than Full remote jobs)
- Visual Basic 6 is the worst paying language, with Perl on top (2x more than VB6)
- Regarding frameworks, Cake PHP pays the worst and Ruby on Rails the most (1,6x more than Cake PHP)
- For Developers, Maintenance and Support have the lowest salaries and Solutions Architect the highest (2,7x more than the former)
- 60,9% of tech professionals saw their salaries rise in the last 12 months, while 7,5% suffered a decrease
- 51,2% of women had a salary raise, against 62,6% of men
- 75% of Scale-ups workers had a raise, contrasting with only 40,9% of Local Outsourcing workers
- As for professionals working remotely across-borders, Africans, Asians and South Americans earn around 1,7x more than professionals working for local companies (x1,3 more in Europe)

Employment status BY CONTINENT OF RESIDENCE

Most respondents are full-time employees

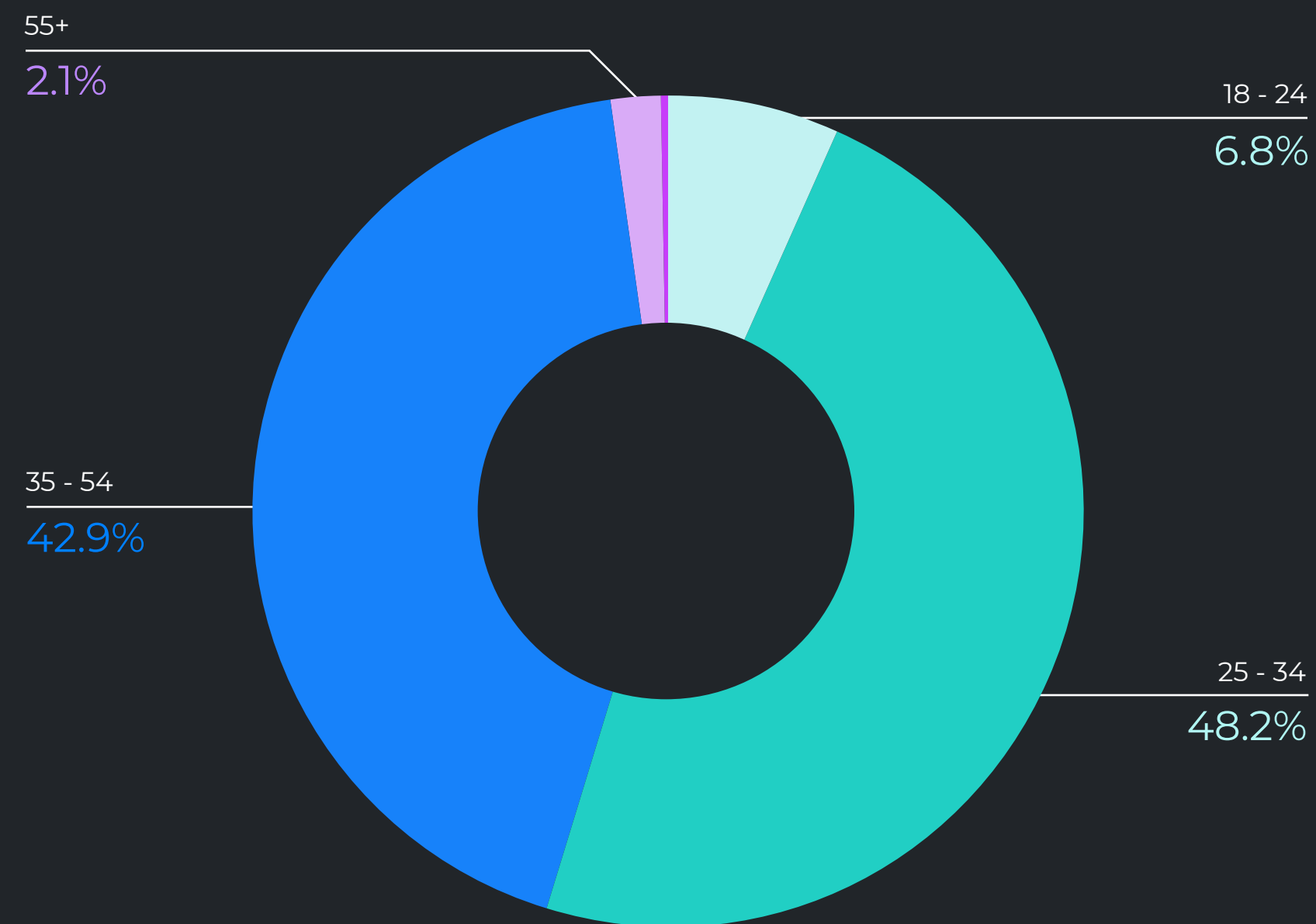
- Europe and South America show the lowest number of both Part-time employees and Contractors.
- This can be a sign of either the tech job market's stability or its stagnation.
- The African market is the only one with less than 50% of full-time employees, indicating a sign of low employment stability. Ahead we'll see that Africa has the lowest percentage of tech professionals working for companies across-borders, which brings down the hypothesis of Africa having a large numbers of contractors working for these latter companies.



Age distribution

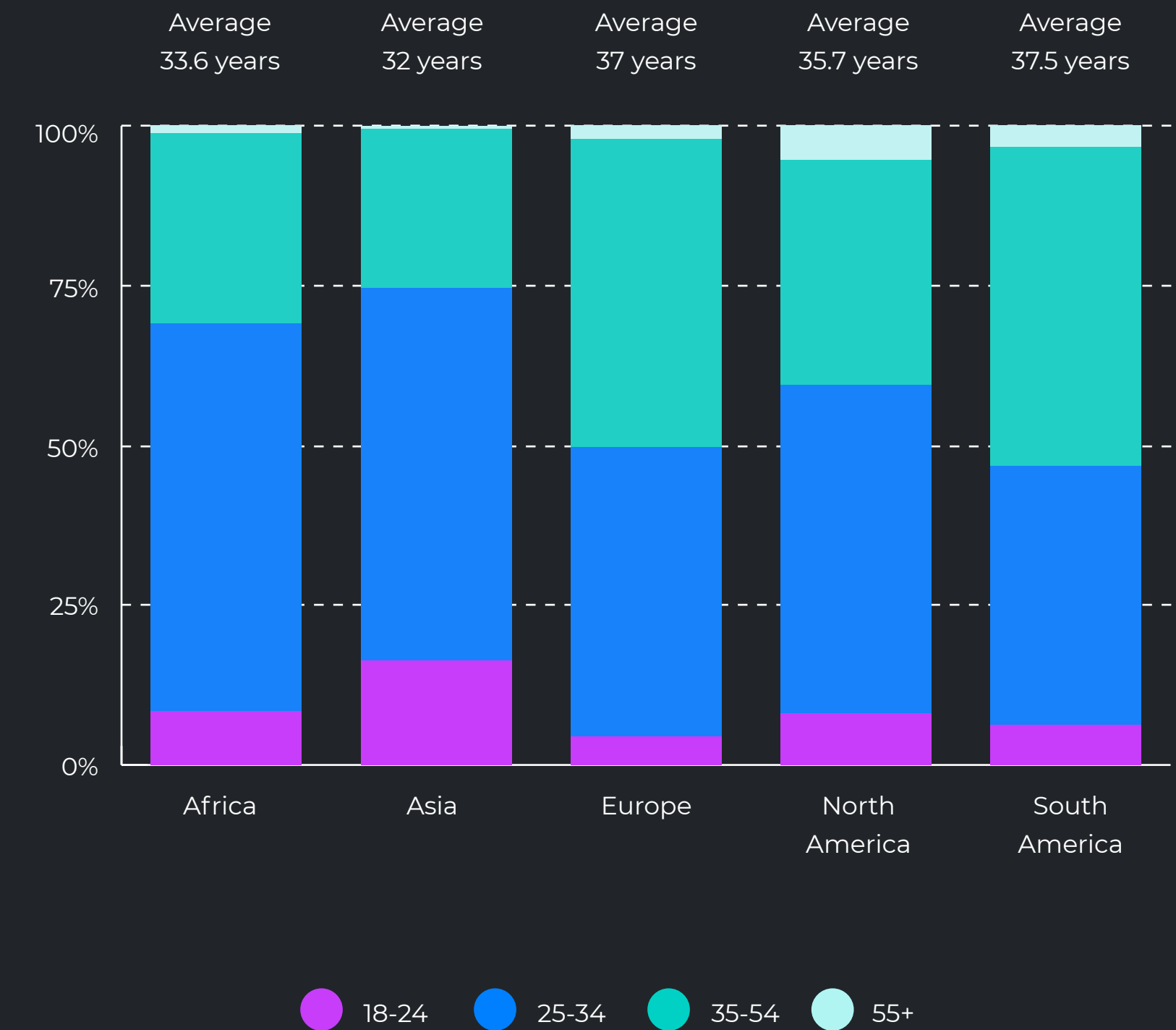
BY CONTINENT OF RESIDENCE

25-54 age range represent more than 90% of respondents



BY CONTINENT OF RESIDENCE

- European and South American tech professionals are the oldest, while Asian and African respondents have lower age average, reflecting the more general demographic profile of these regions.

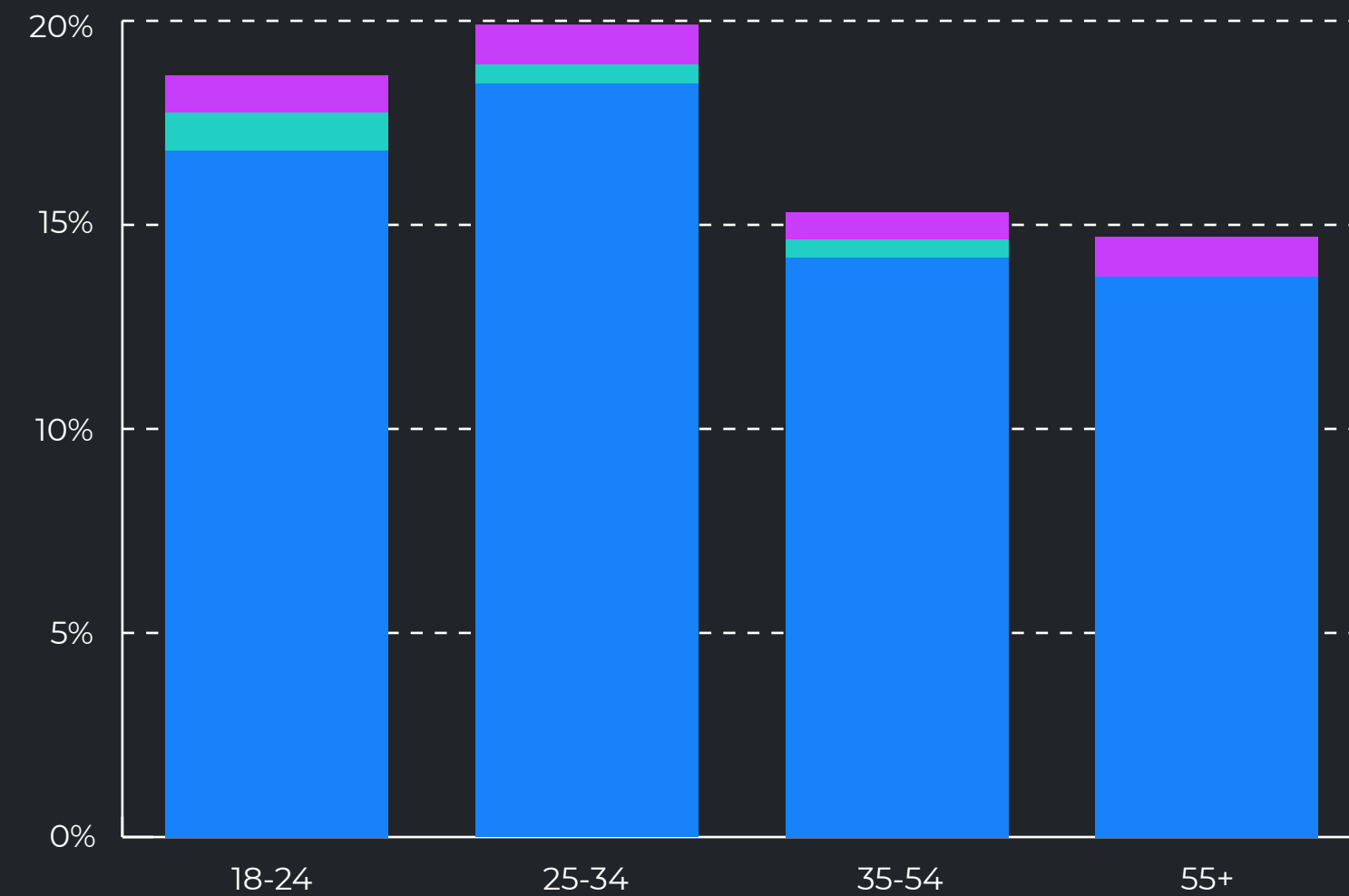


Gender distribution

BY AGE BANDS

More non-male tech professionals on the younger ranges

- It seems the newer generations are effectively enlisting more non-male genders to the tech world, a good sign of the times.

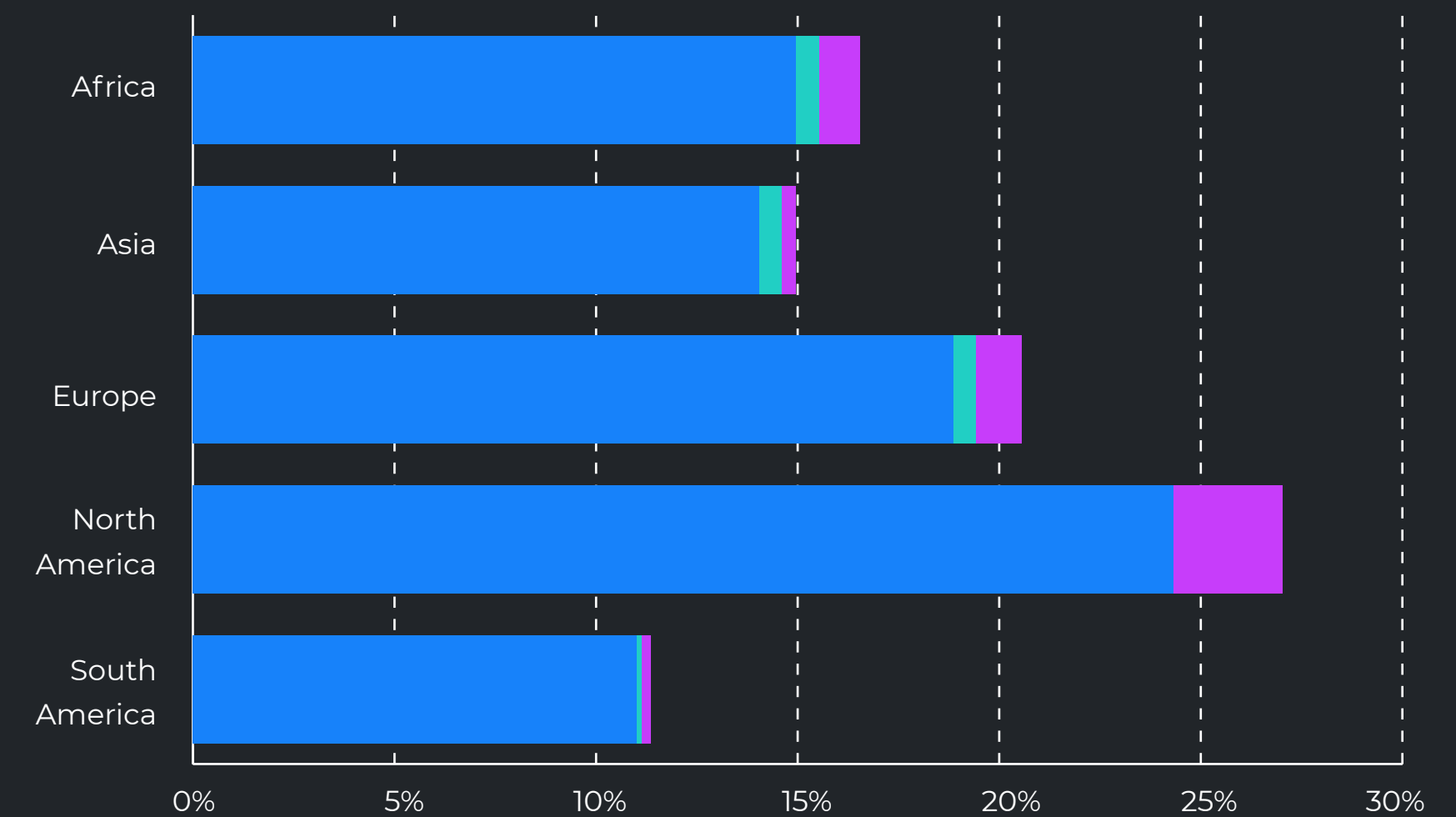


Female Non-binary Prefer not to say

BY CONTINENT OF RESIDENCE

North America leads the way

- If non-male genders in tech is a sign of market maturity, there's a clear winner here. It comes as a bit of a surprise South America's low position in this chart.



Female Non-binary Prefer not to say

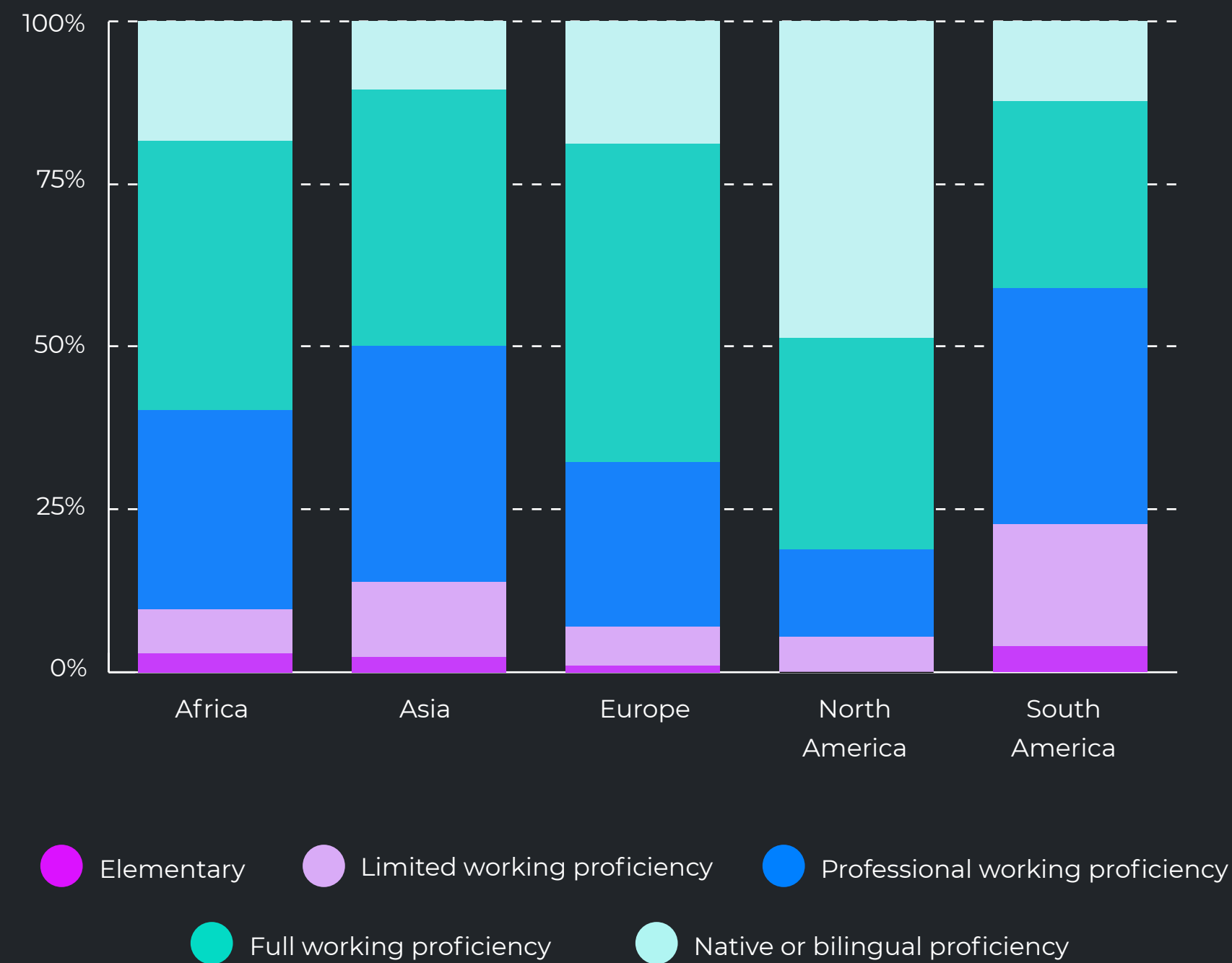
English and education levels

BY CONTINENT OF RESIDENCE

ENGLISH LEVEL

South America shows the lowest English level making it harder to work in companies and countries where english is demanded

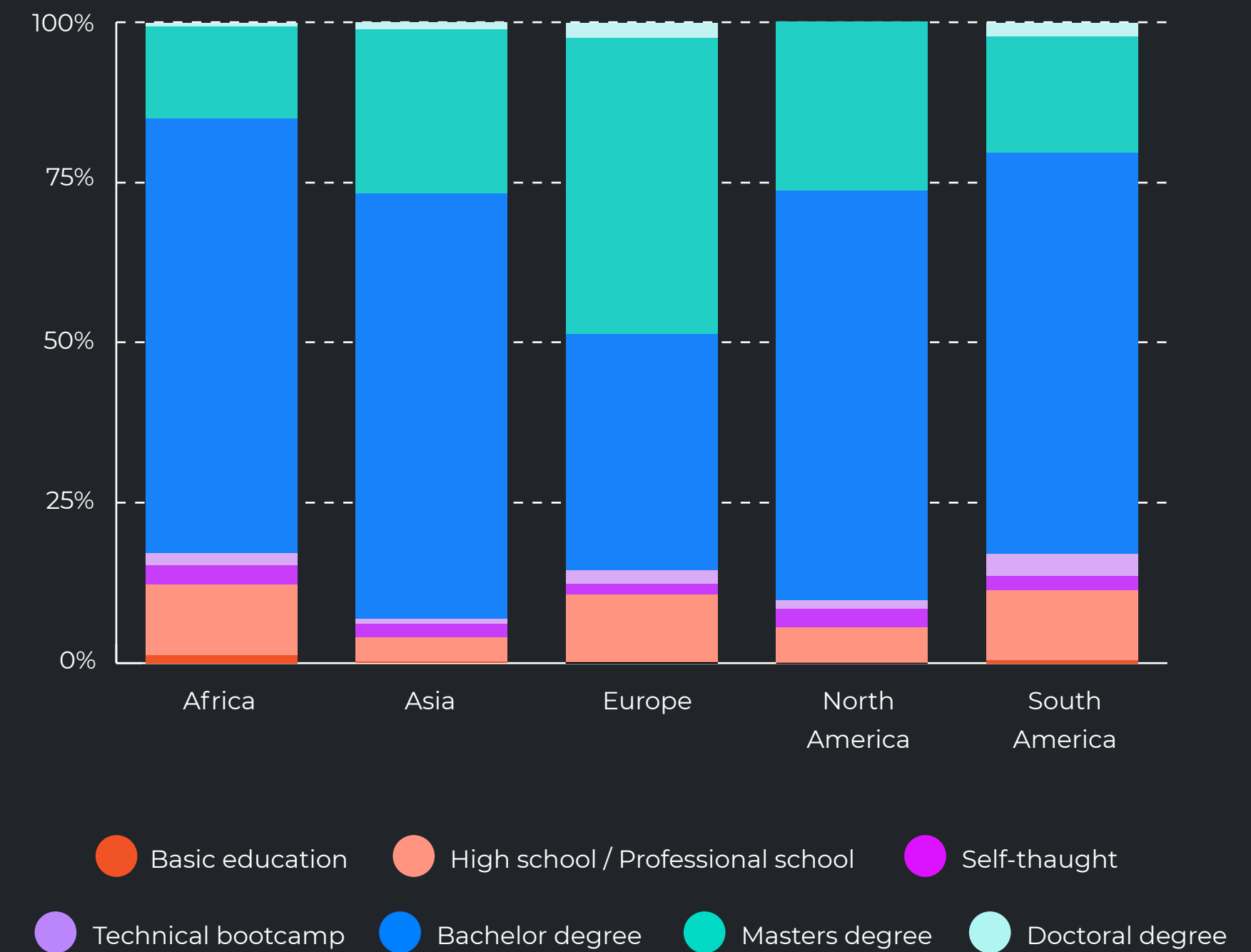
- Not surprisingly, North America and Europe lead the pack, both by native english speakers or better education systems.



EDUCATION

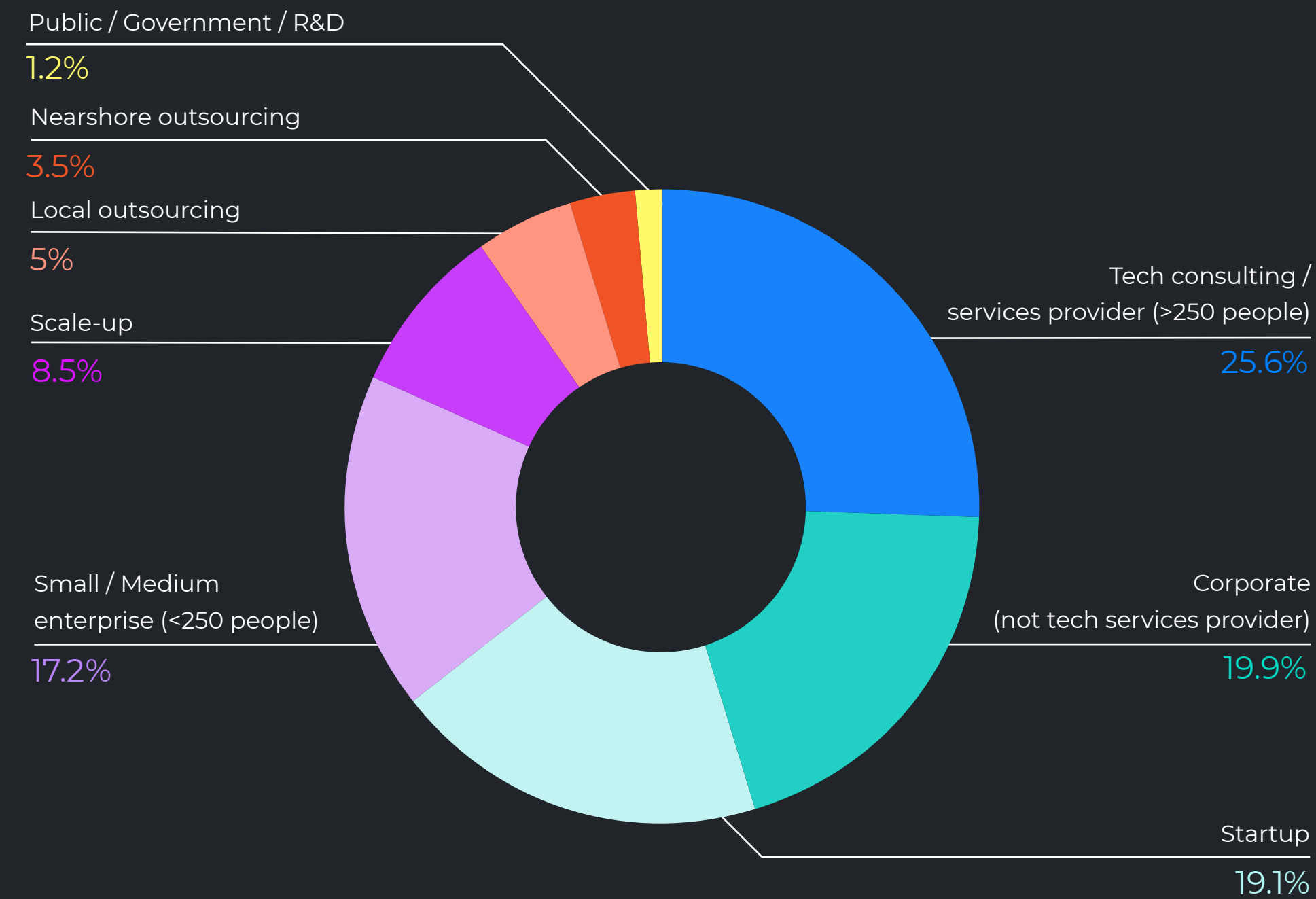
Considering Bachelor and Masters levels together, there's a clear balance in all regions

- The different pattern in Europe is probably due to the Bologna Process, which provoked impactful change in the bachelor / master degrees denomination.



Employer company

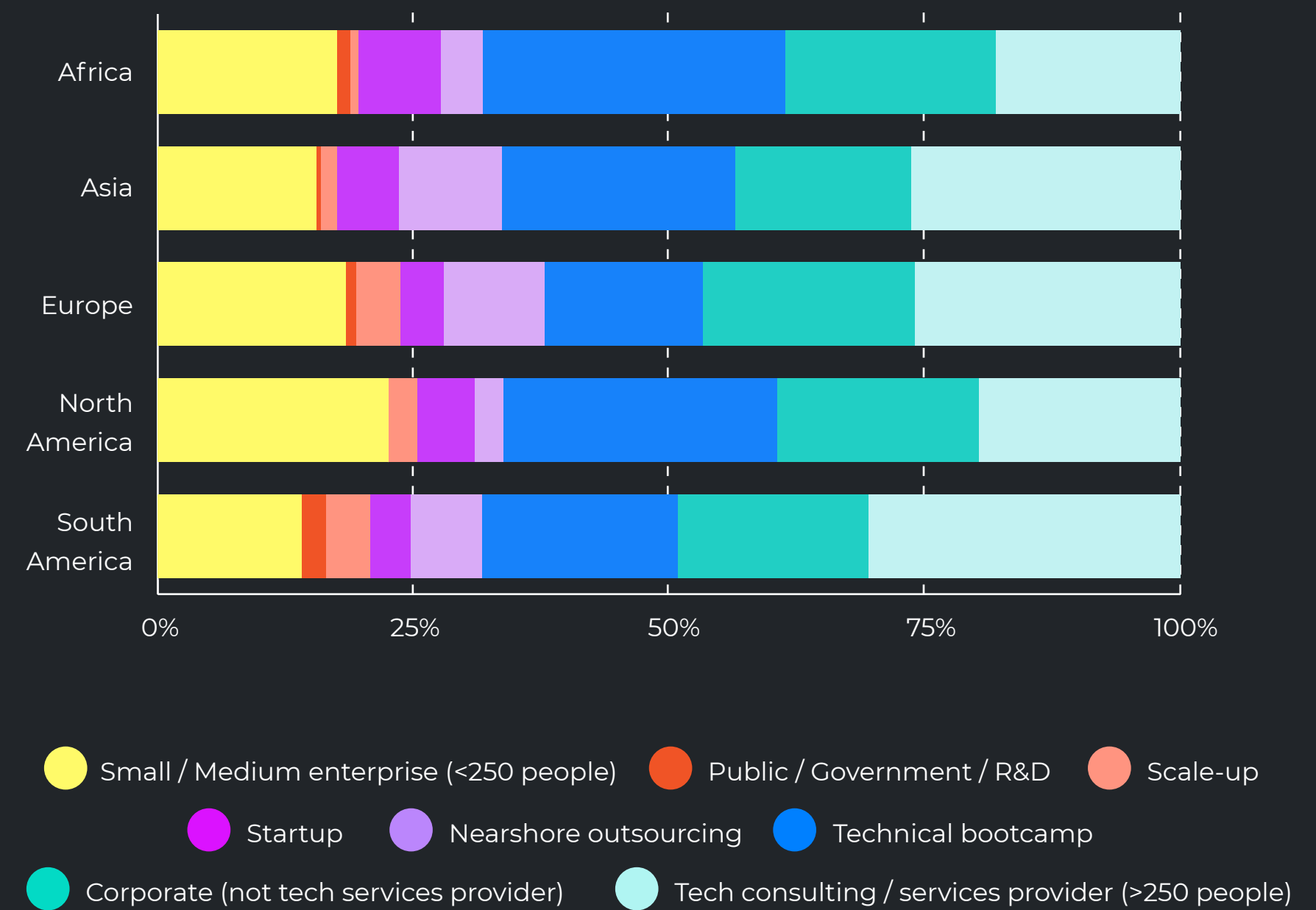
BY TYPE



BY CONTINENT OF RESIDENCE

Europeans work less for Startups than anywhere else, but curiously are the ones who work more for Scale-ups.

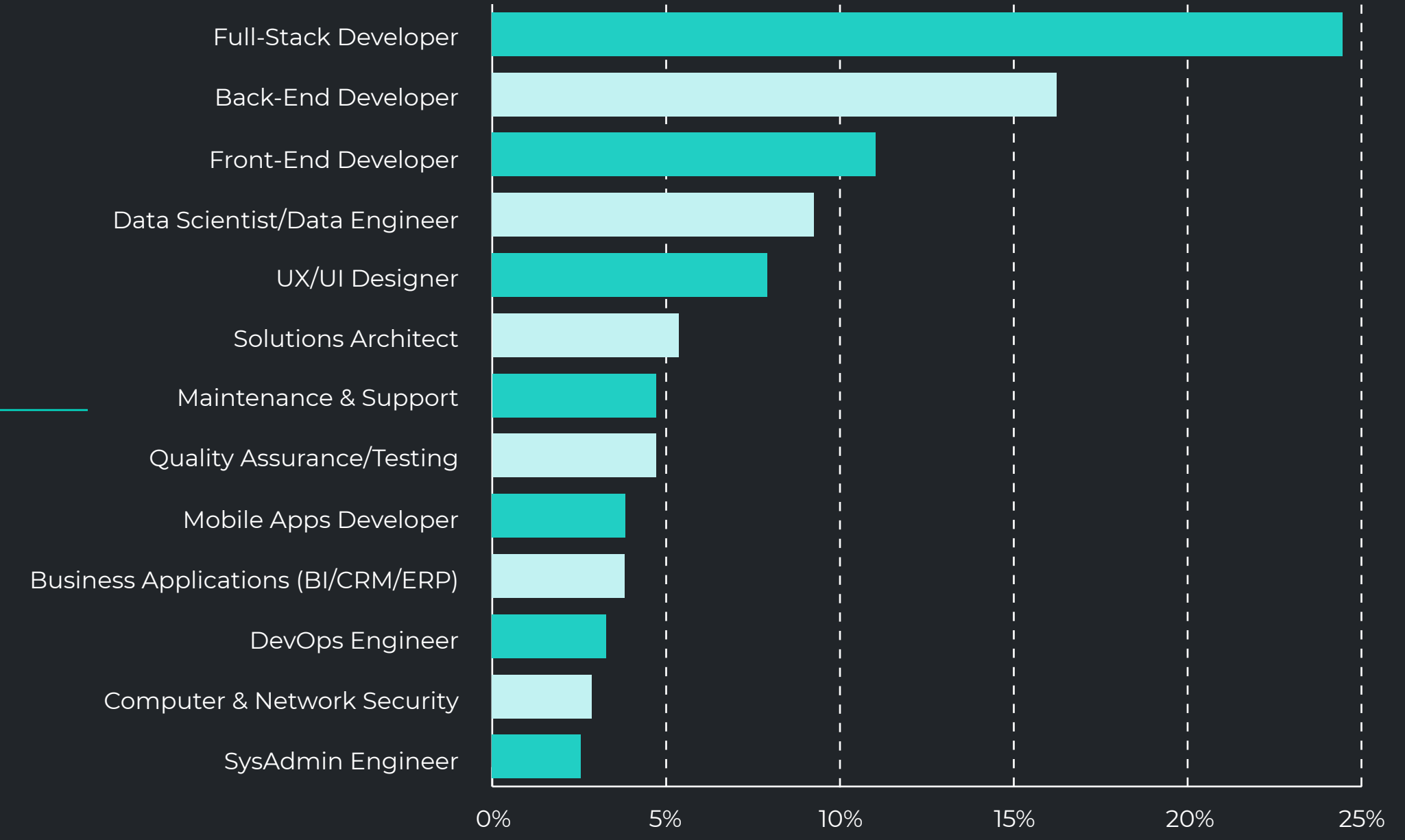
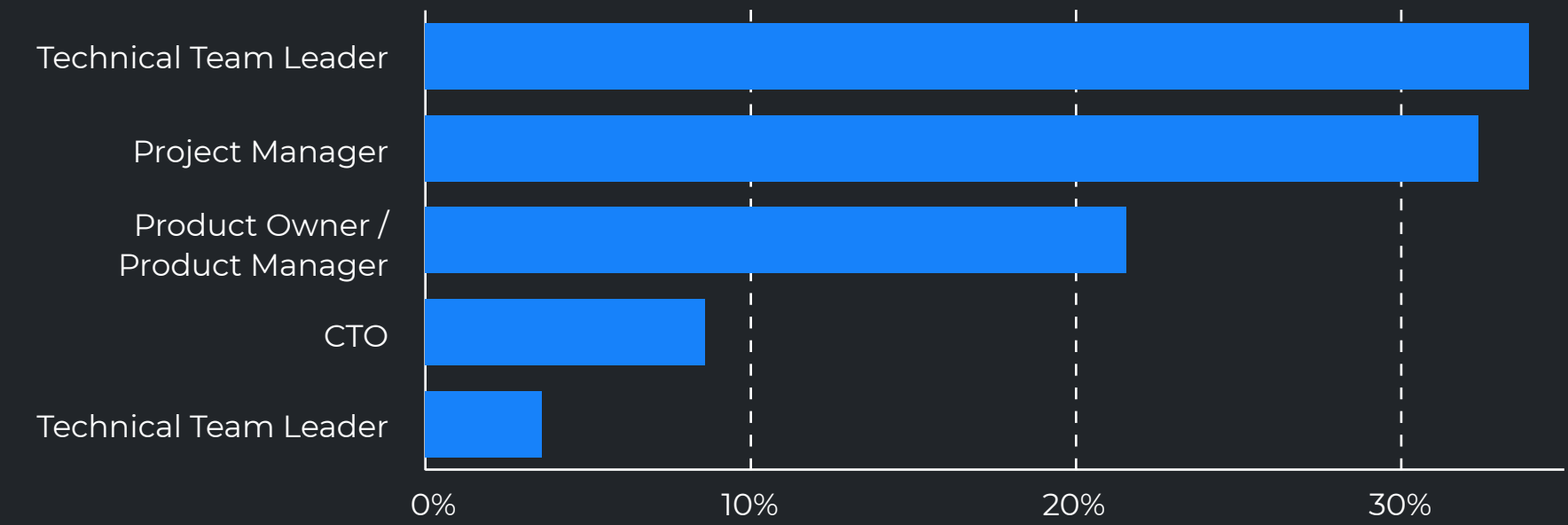
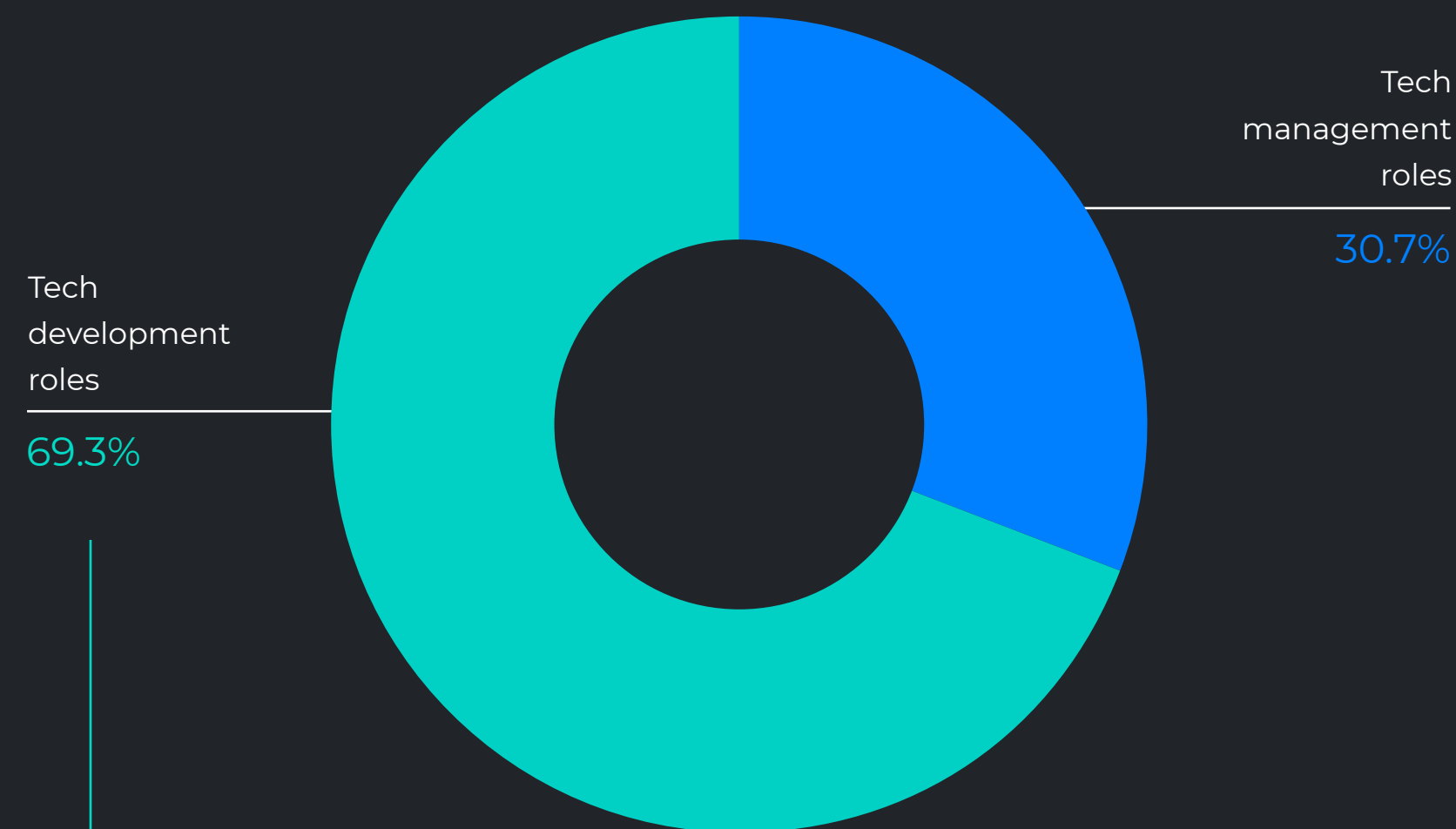
- The 'Startups' category in Africa might indicate a market energized to fill in the gaps of the lower employment stability of the region.



Note: It should be taken into account that respondents' interpretation of the different categories may change a lot from region to region (e.g., maybe a 'Scale-up' in Europe would be considered a 'Startup' in North America).

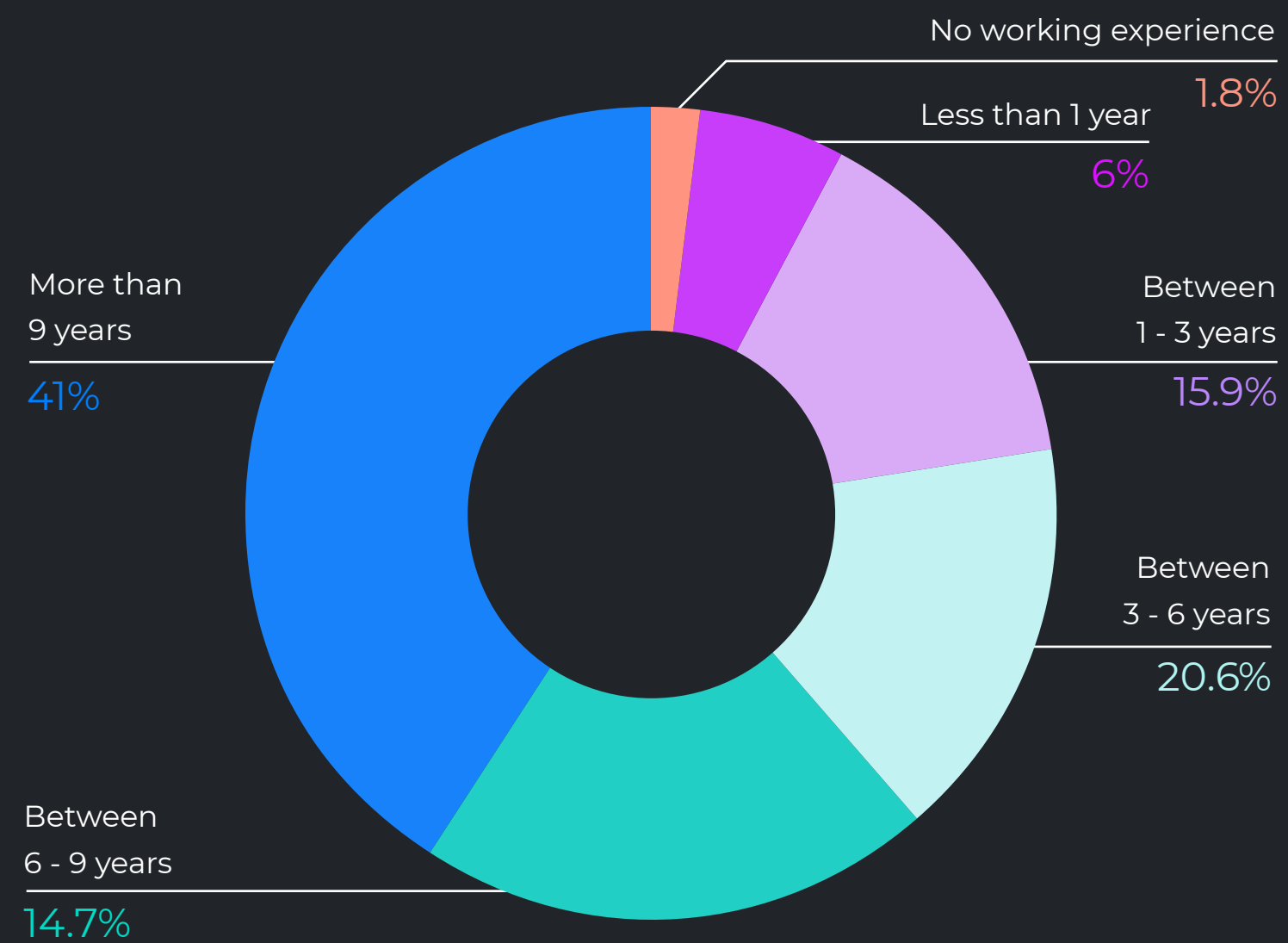
Professional role

- 30% of roles are related to Tech Management, indicating a progressive care for the quality and impact of the technology being built.
- On the Tech Development side, the traditional Full-stack, Front and Back-end roles sum up more than 50%.
- Data-related roles represent a respectful percentage of this wider group, showing the importance Data progressively has for businesses.



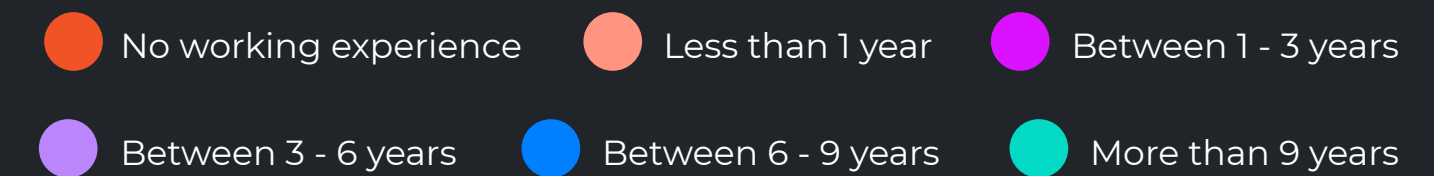
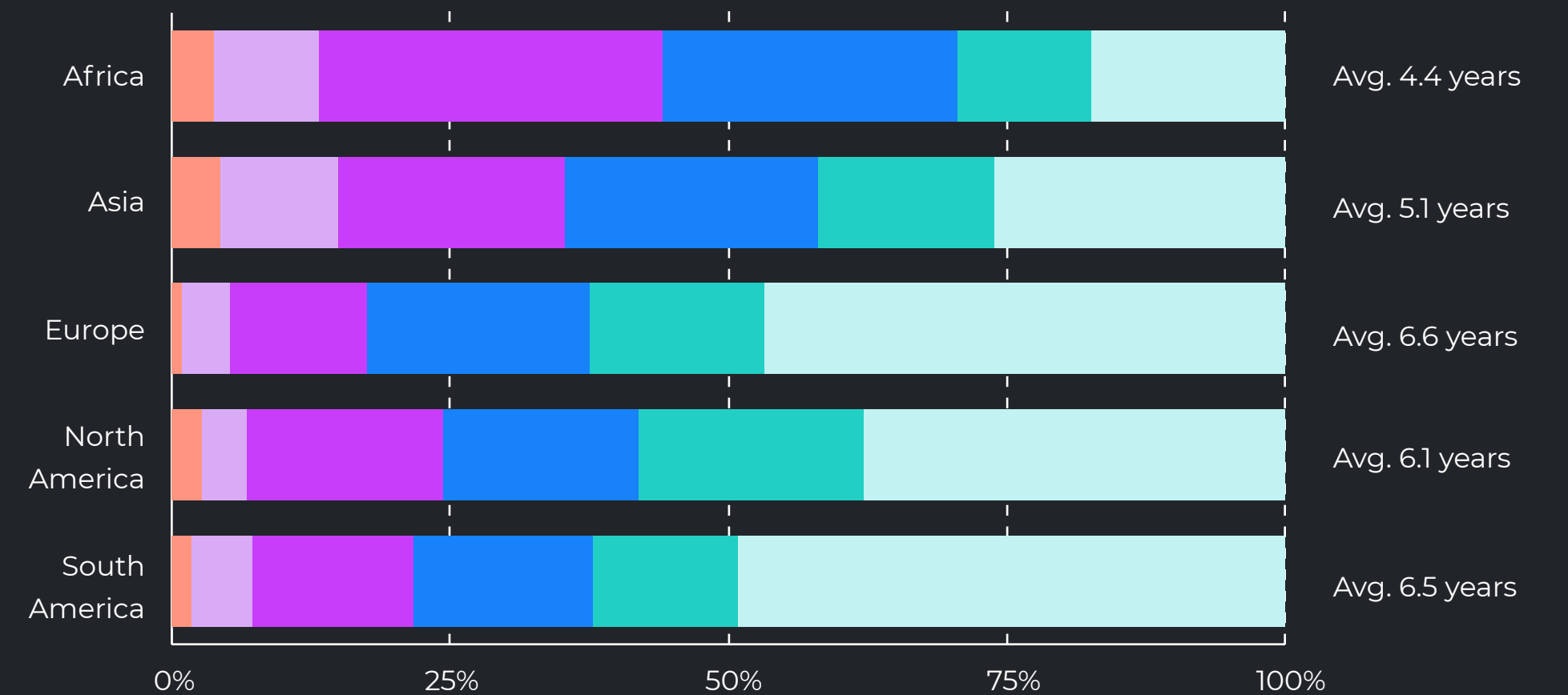
Professional experience

Senior (more than 9 years of work experience) is the most representative group.



BY CONTINENT OF RESIDENCE

- Respondents from Africa and Asia have the lowest average work experience, probably directly related to the demographics of these continents and the tech market maturity.

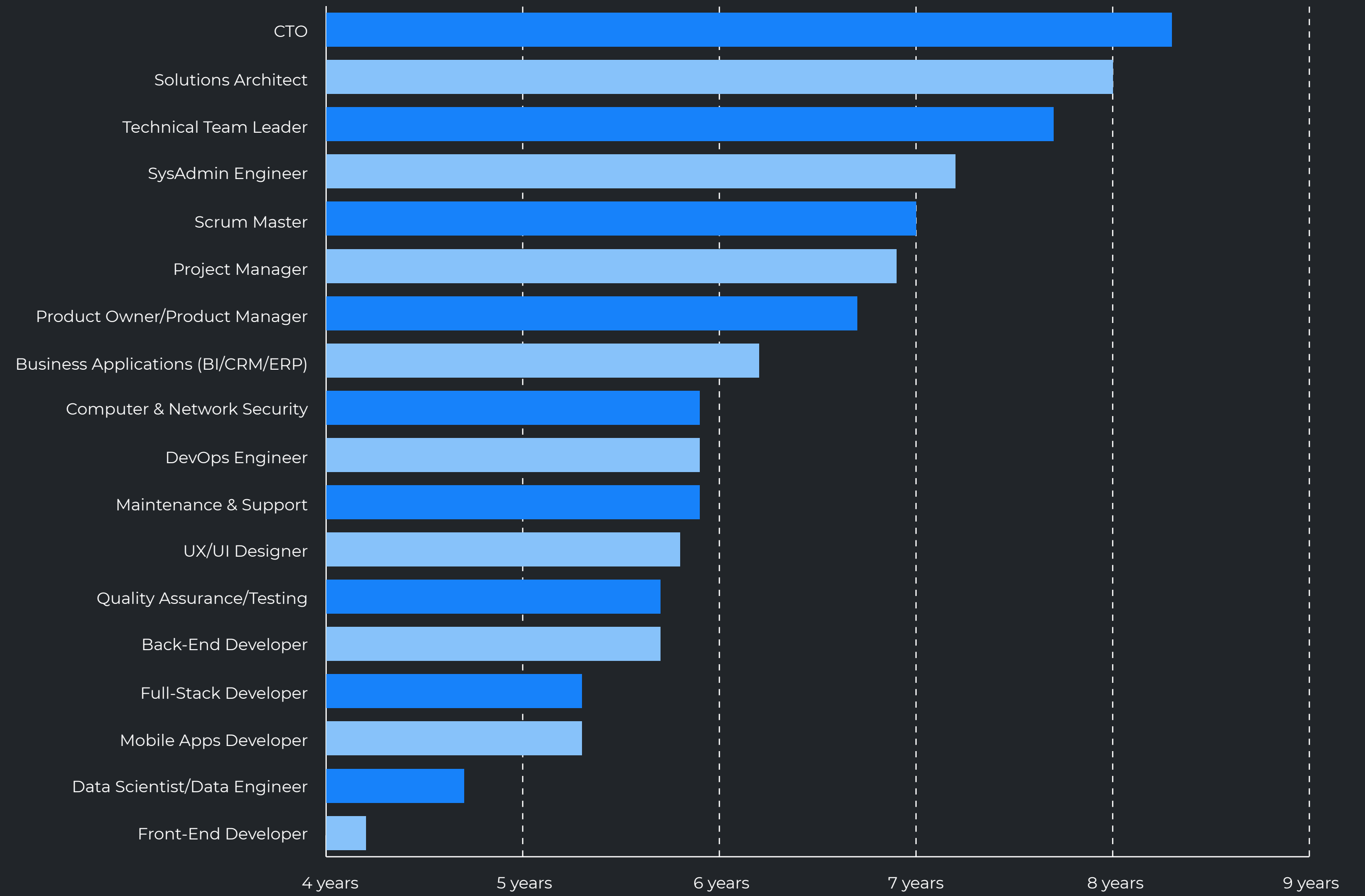


Professional experience

BY PROFESSIONAL ROLE

Without much surprise Tech management professionals tend to be more experienced but SysAdmin engineers are an exception

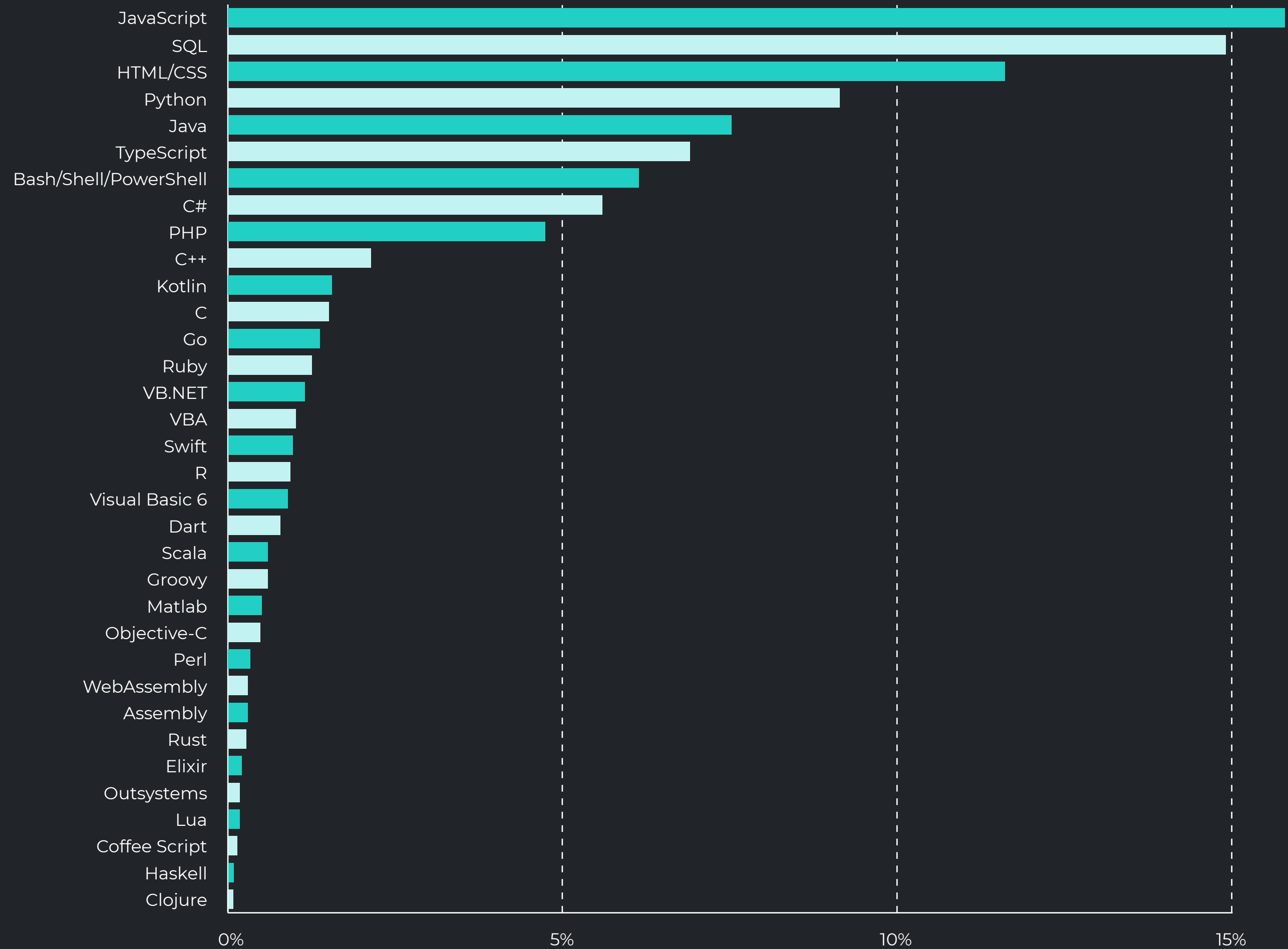
- Data-related seems to be a 'youngish' role, while Business Applications professionals tend to have more experience.
- Front-end developer respondents are less experienced. Is this an area where people start their careers and then move on to other roles?



Programming languages

Javascript is king!

- Other than the structural SQL and HTML/CSS languages, Python gets to the top of the generic languages, probably with a large contribution from data-related work.
- Java, for all its history, remains one of the most widespread languages. Typescript is also on the rise, showing an increasing swing.
- C# had a good position, probably mostly because of corporate systems, and PHP, despite its fragilities, is still widely used.
- And... VBA and Visual Basic 6 are still used, much to our surprise.

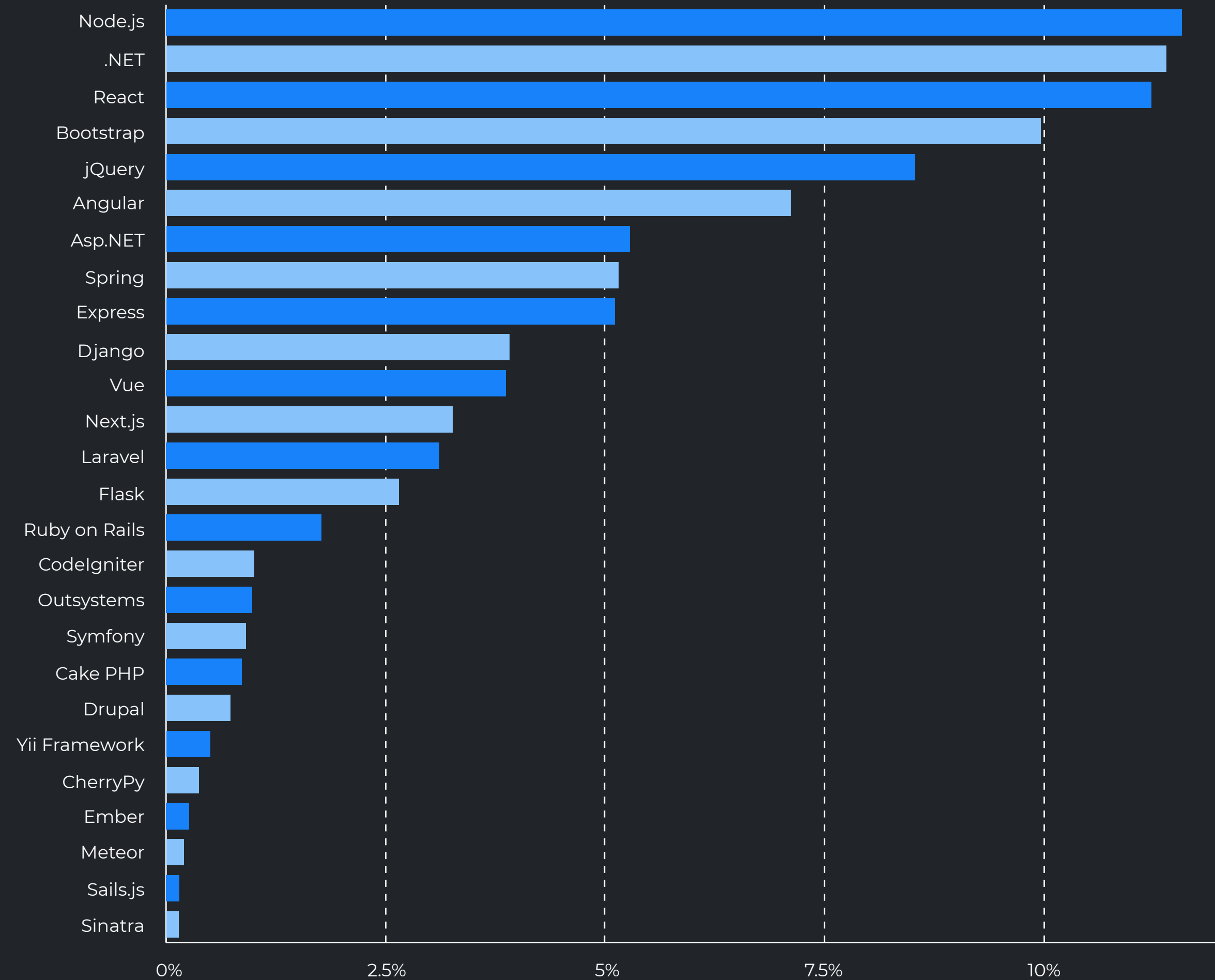


Note: each respondent was able to select more than one language.

Programming frameworks

Javascript is king, again!

- Javascript-based frameworks count for more than 60% of the programming frameworks used, showing a clear dominance pattern.
- .NET and Asp.NET are still alive and kicking, with Spring (Java) and Django (Python) on low, but honorable positions.
- RoR, despite all the potential and strength shown years ago, hasn't evolved outside its niche (and cool) market position.



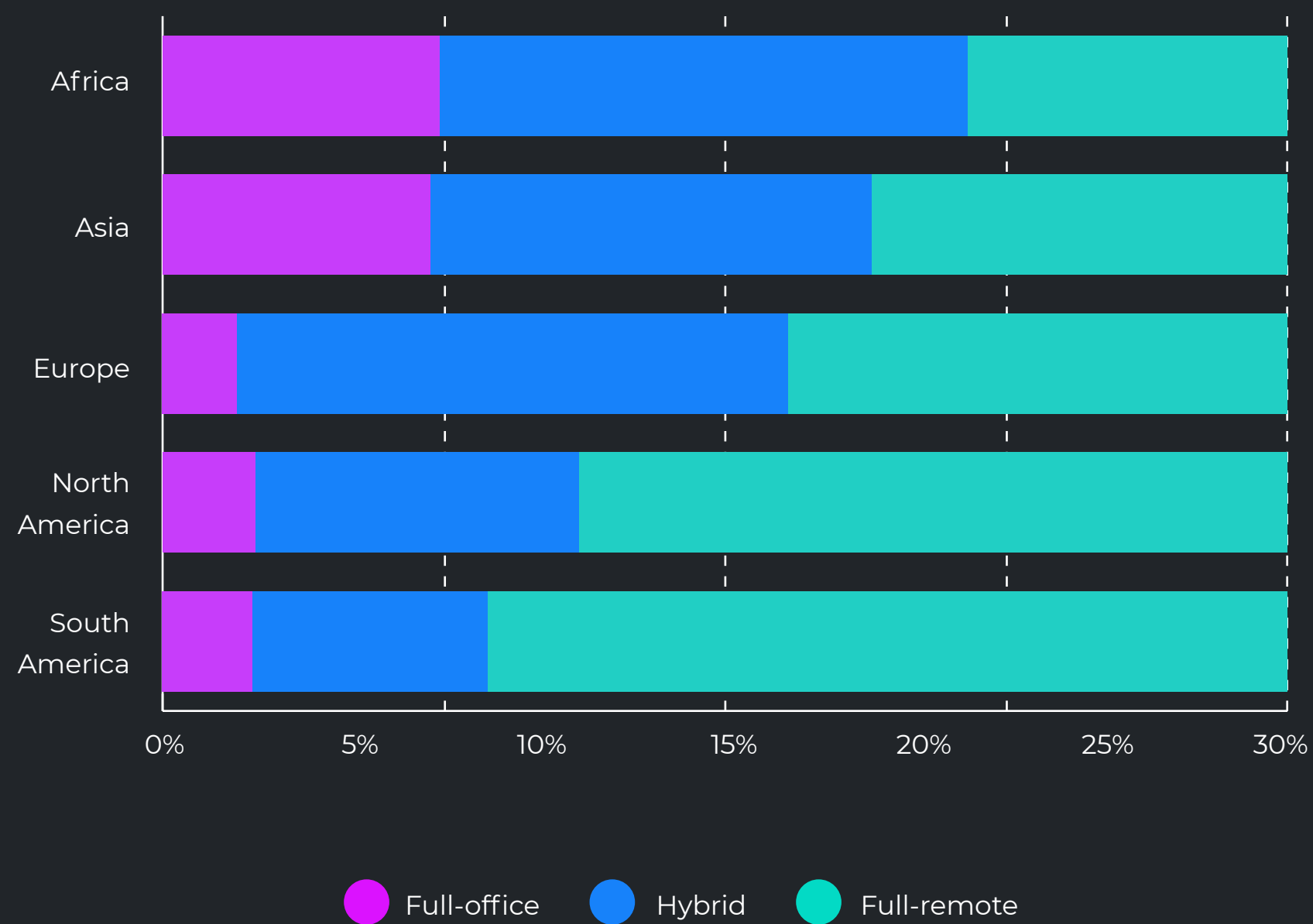
Note: each respondent was able to select more than one language.

Remote work status

BY CONTINENT OF RESIDENCE

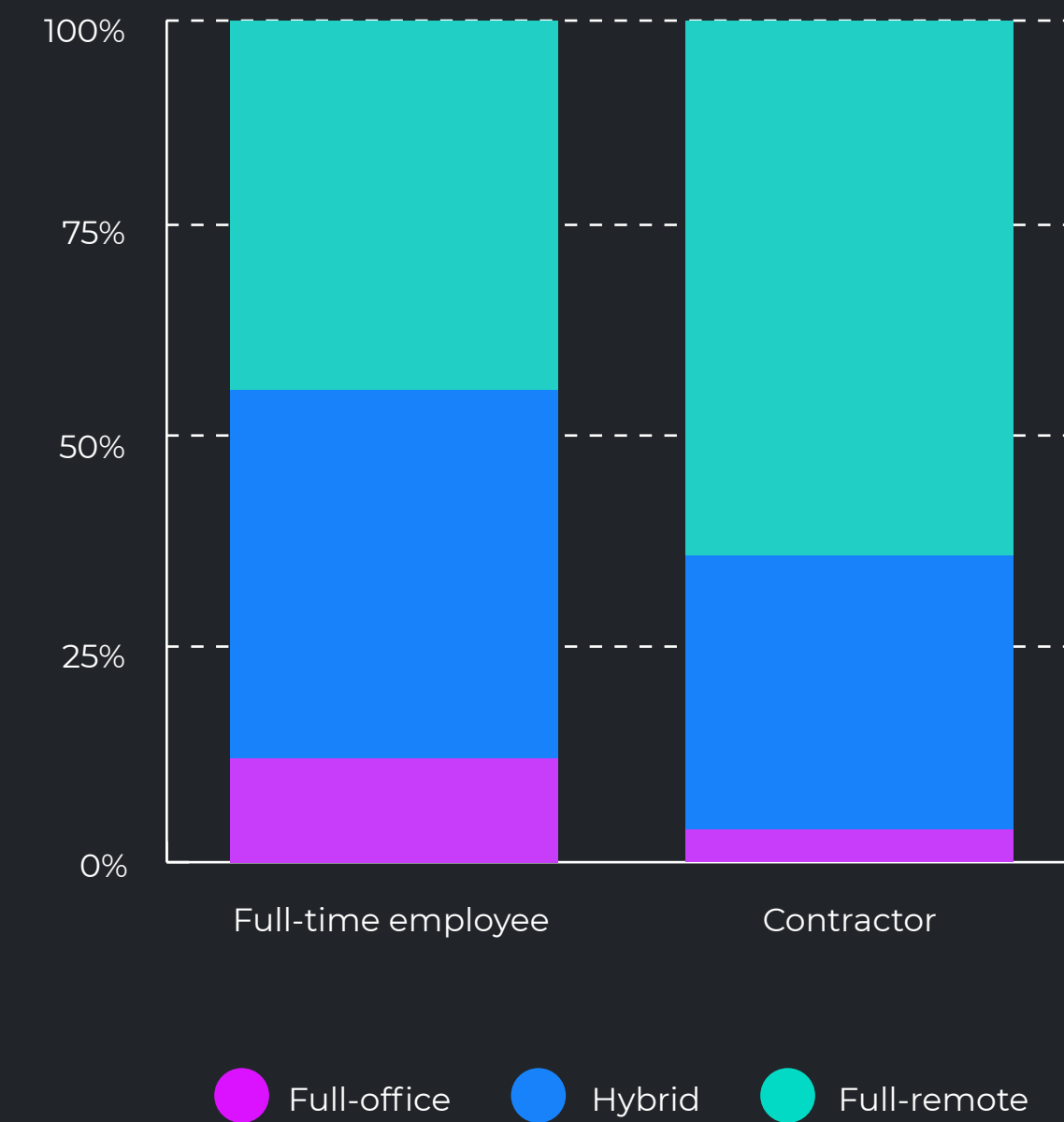
African and Asian tech professionals attend offices the most

- South Americans are the winners in the full-remote mode, and Europeans in the hybrid mode.
- But one thing is certain: the world has really changed towards remote work, and full-office is definitely not what it used to be, by a long shot.



BY EMPLOYMENT STATUS

- Not surprisingly, Contractors tend to work more in full-remote mode.
- But, again, even for full-time employees, full or hybrid remote is the current rule of the land.



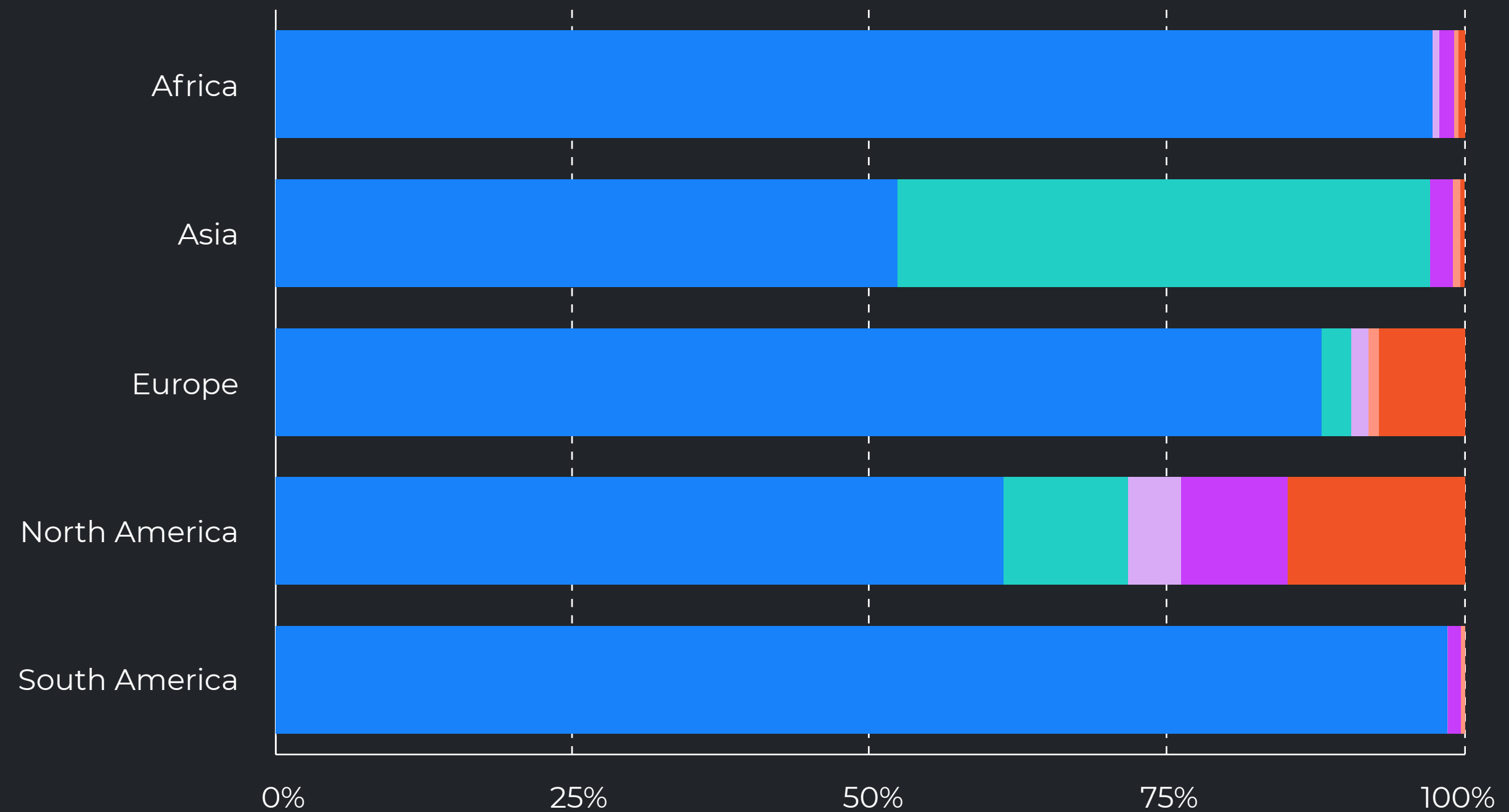
Workforce in each continent

BY WORKERS' CONTINENT OF ORIGIN

Asian tech workforce has a lot of African workers while the vast majority of African and South American workforce is local

- The North American market has a big representativity of workers from other continents, mostly from Africa and South America (the latter region with better timezone compatibility), with smaller European and Asian numbers.
- Even though the European tech workforce is vastly local, South Americans start to be a significant group. African workers seem to be on the rise on Europe as well, given the better timezone compatibility compared to other geographies.

Workers continent of residence



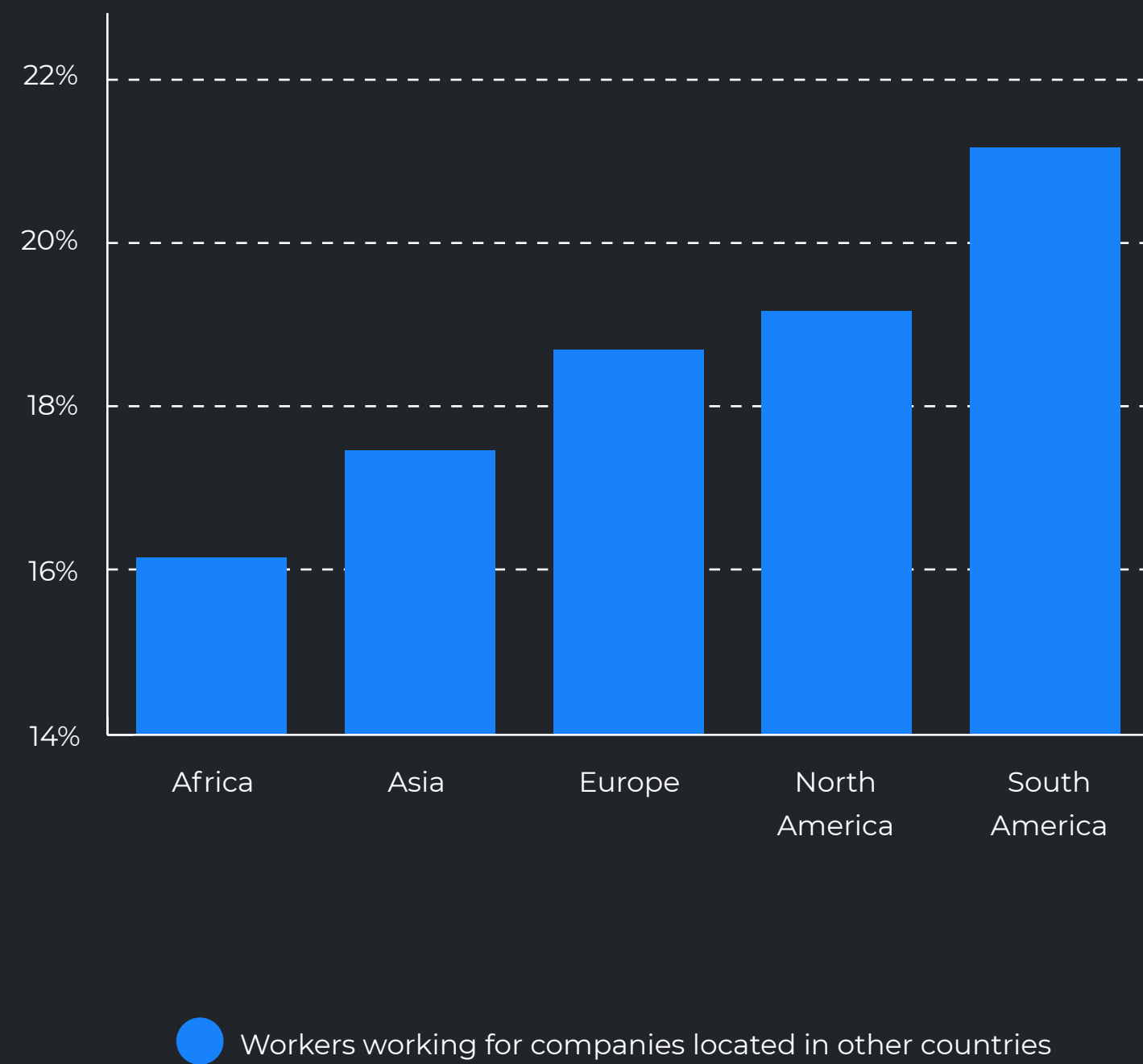
Workers continent of origin



Working across borders

TECH PROFESSIONALS WORKING FOR A COMPANY ACROSS-BORDERS

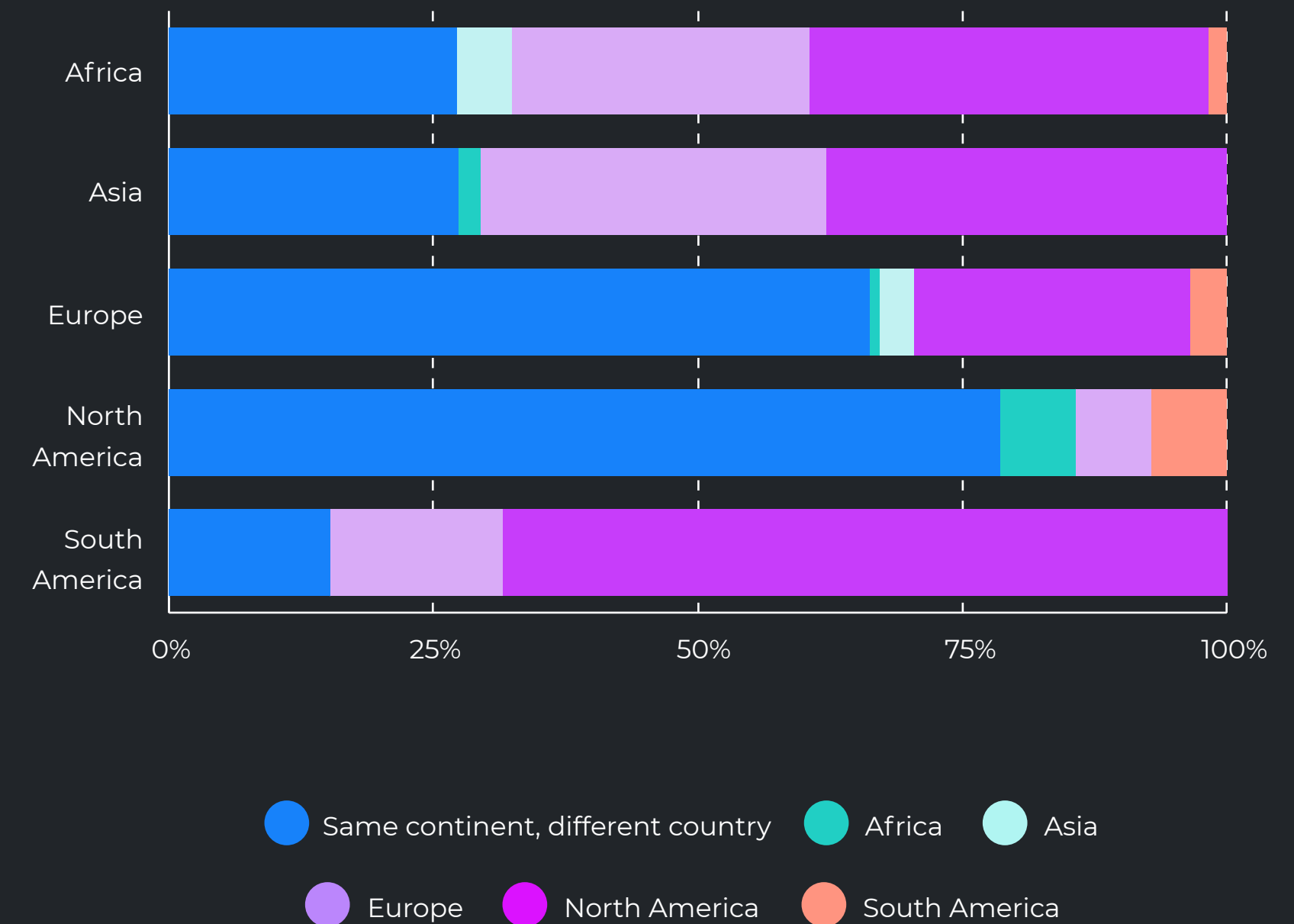
- South America has the most tech professionals working for companies across-borders, while Africa is still lagging behind.



EMPLOYER COMPANIES' CONTINENT

(only for professionals working for companies across-borders)

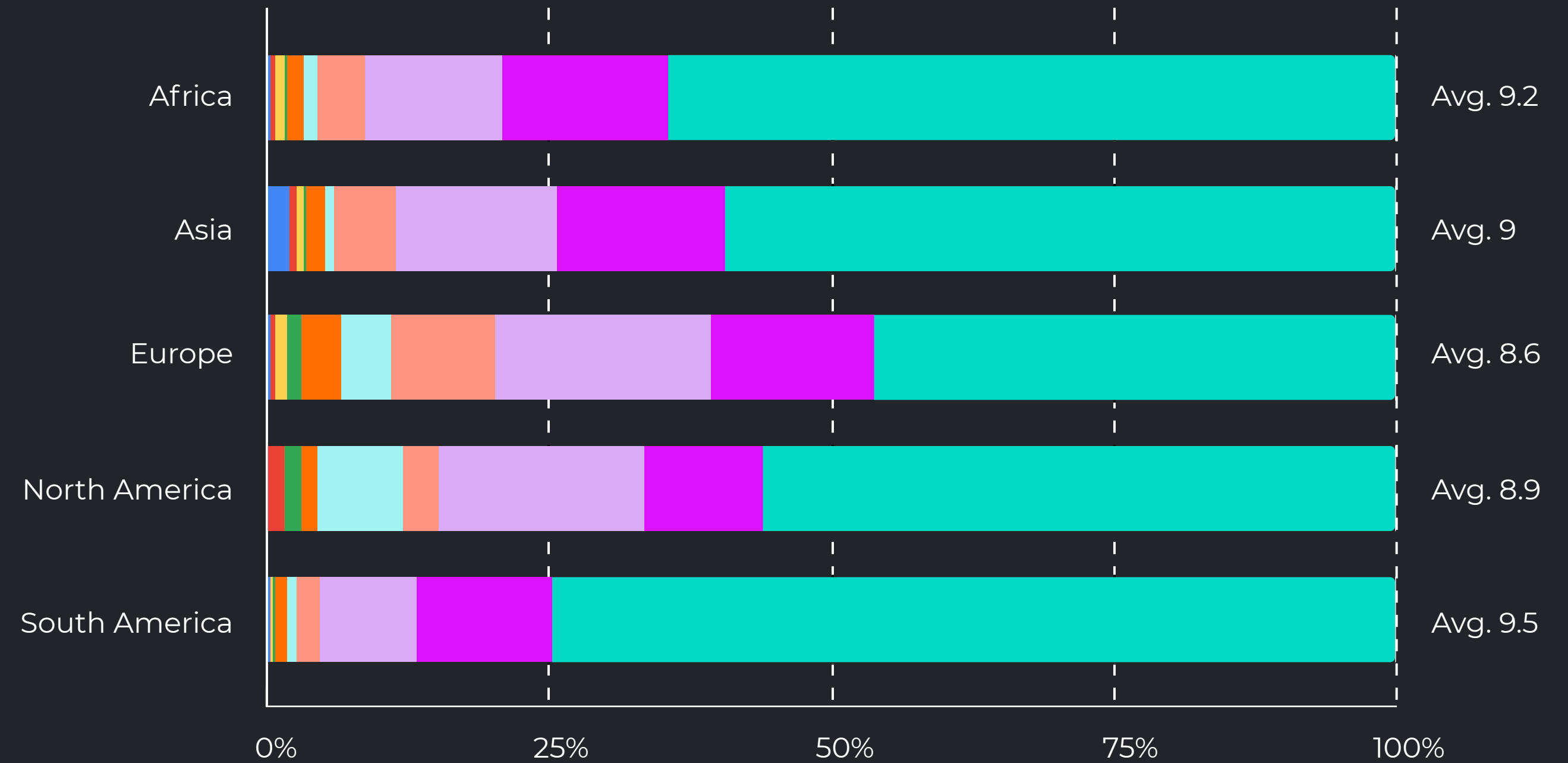
- Europeans and North Americans work across-borders mostly for countries in the same continent.
- South Americans work mostly for North America, while African and Asians share their across-borders workforce evenly between Europe and North America.



Motivation to work remotely for a company across-borders

Tech professionals all over the world are highly motivated to work remotely for a company in another country

- The globalization of tech work is a reality. Covid-19 brought the maturity of remote work, helping to bring down the cultural barriers that still existed, both from companies and tech professionals.
- With African and South American workers more motivated for this reality, probably due to lower comparative wages and a desire for a better quality of life (more ahead on this), Europe sits on the other side of this spectrum, with the lower motivation for this mode of work.

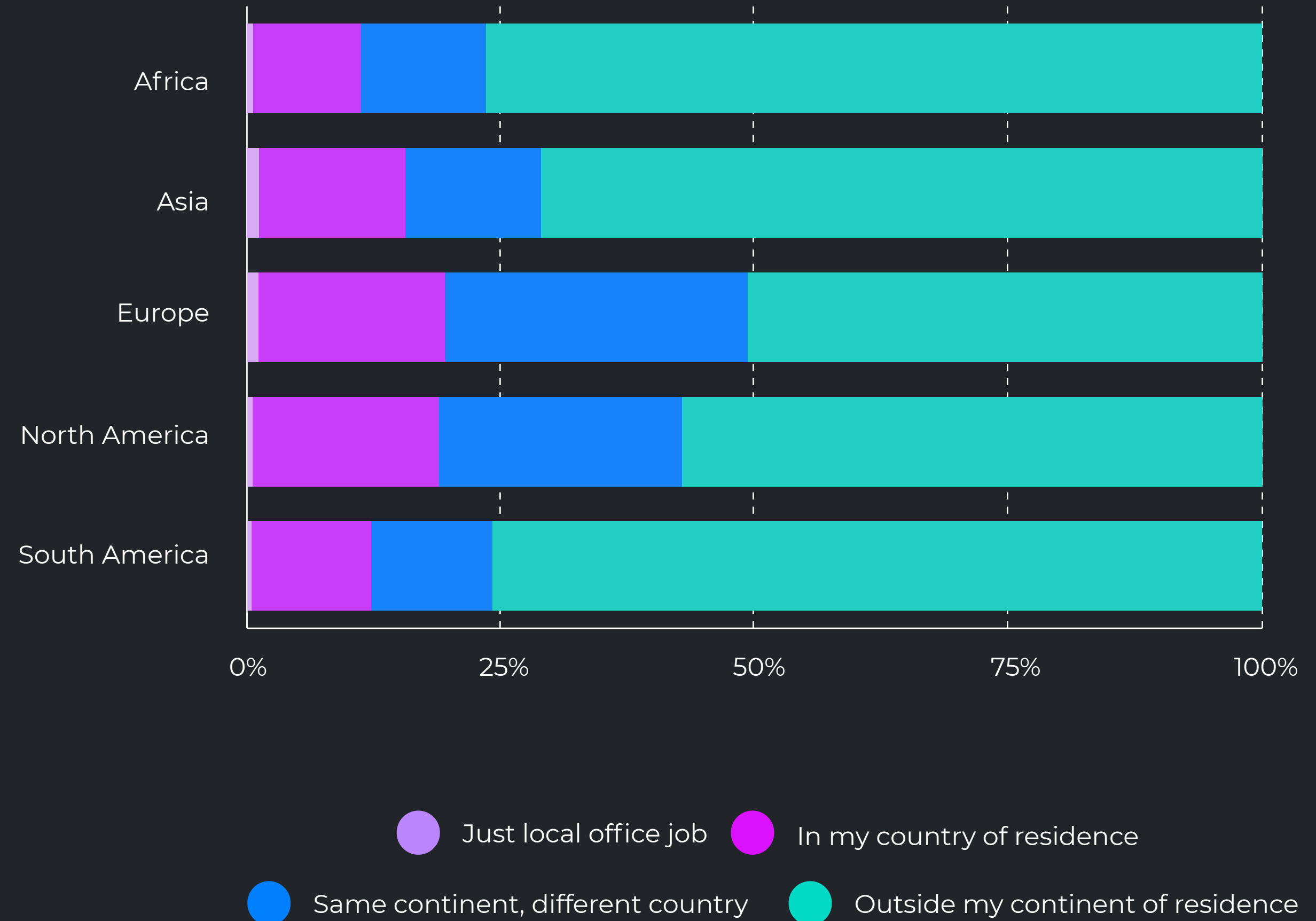


Openness to work remotely for a company

BY CONTINENT OF RESIDENCE

European tech professionals are more open to work remotely in... Europe

- This chart reflects, again, the high openness for tech professionals to work remotely for companies across-borders.
- Africa, South America and Asia have the highest openness to work for companies in other continents, probably in search for better career and/or life conditions.

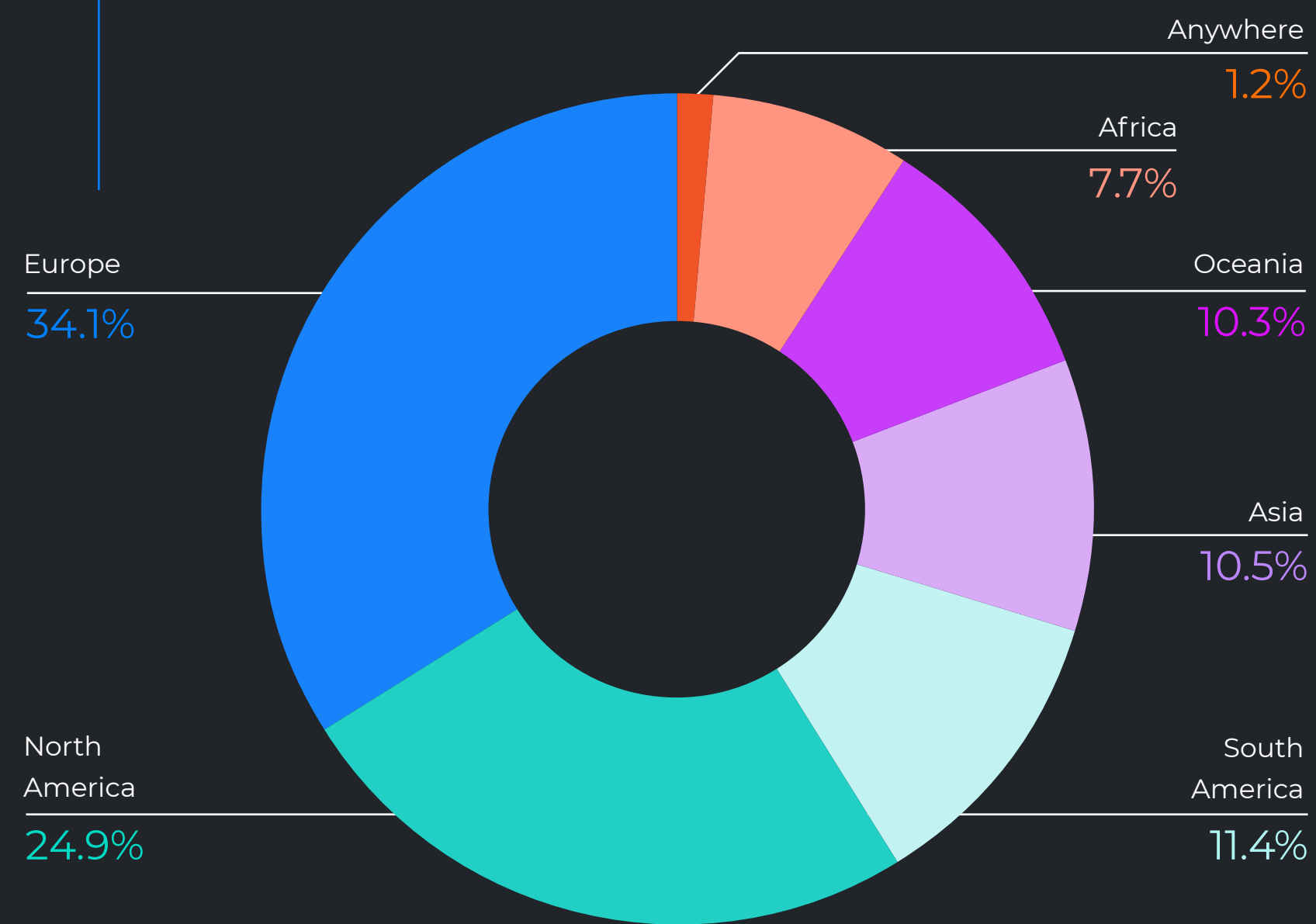


Preferred places to work remotely for

CONTINENT

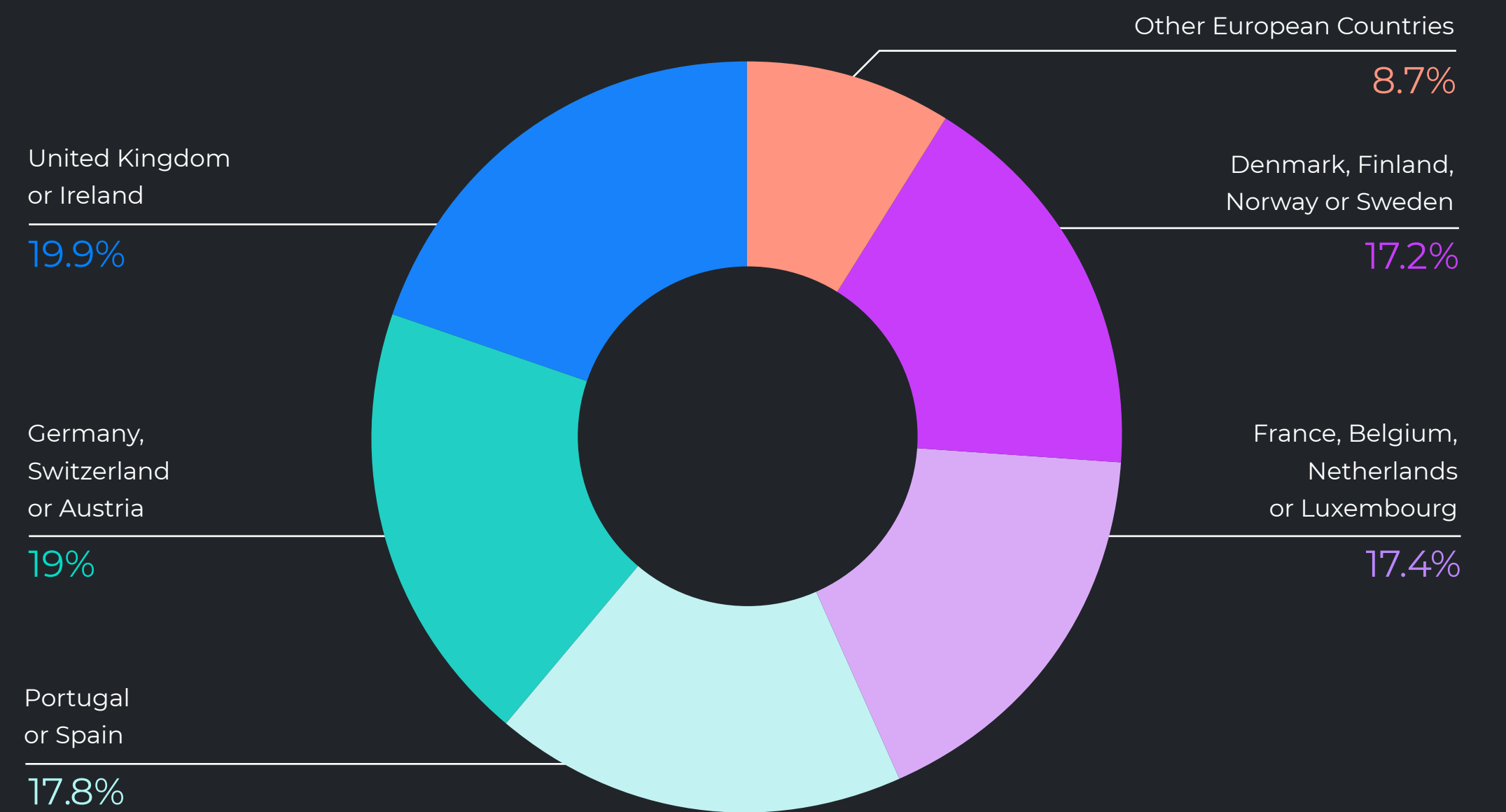
(only tech professionals open to work remotely for a company across-borders)

- Europe is the top destination for tech professionals wanting to work remotely across-borders, followed by North America.



EUROPEAN COUNTRIES

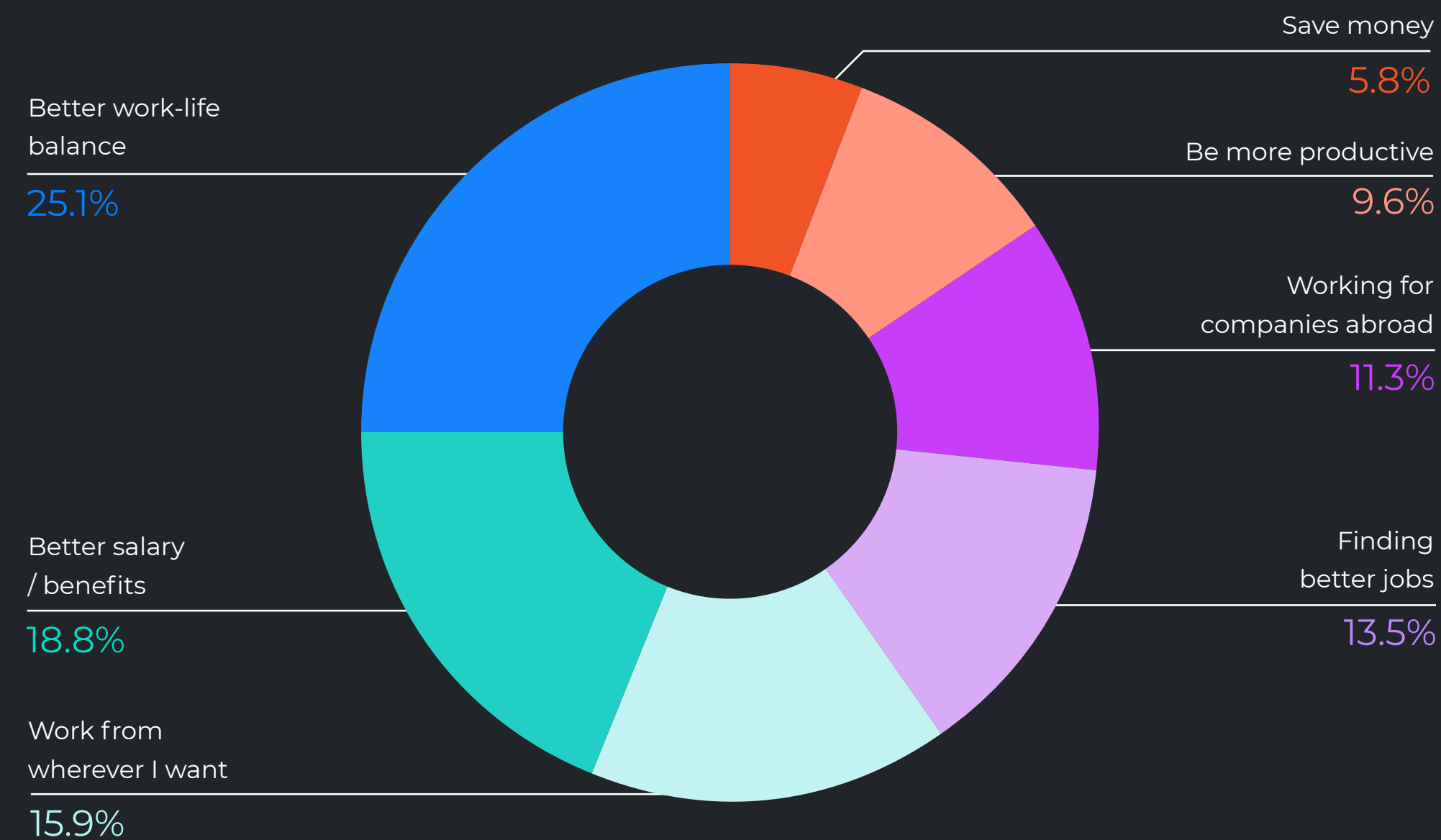
- When it comes to working remotely for european countries, there are no significant differences between different regions.



Reasons to work remotely for a company across borders

This group of tech professionals (most of them, really) privilege better work-life balance.

- And it's significant that wins over 'better salary / benefits'. Seems tech professionals are a class not on the lower level of the Maslow Pyramid.
- The freedom to work wherever they want come in 3rd, showing the relevance of improving the ownership of their careers and contributing to higher levels of quality of life.



BY CONTINENT OF RESIDENCE

- The rank of the reasons has variations by continent of residence, with North Americans giving low importance to better salaries and preferring the freedom to work from wherever they want.
- Africans highly value being more productive. Europeans and South Americans are the ones more sensitive to the possibility of better salaries.

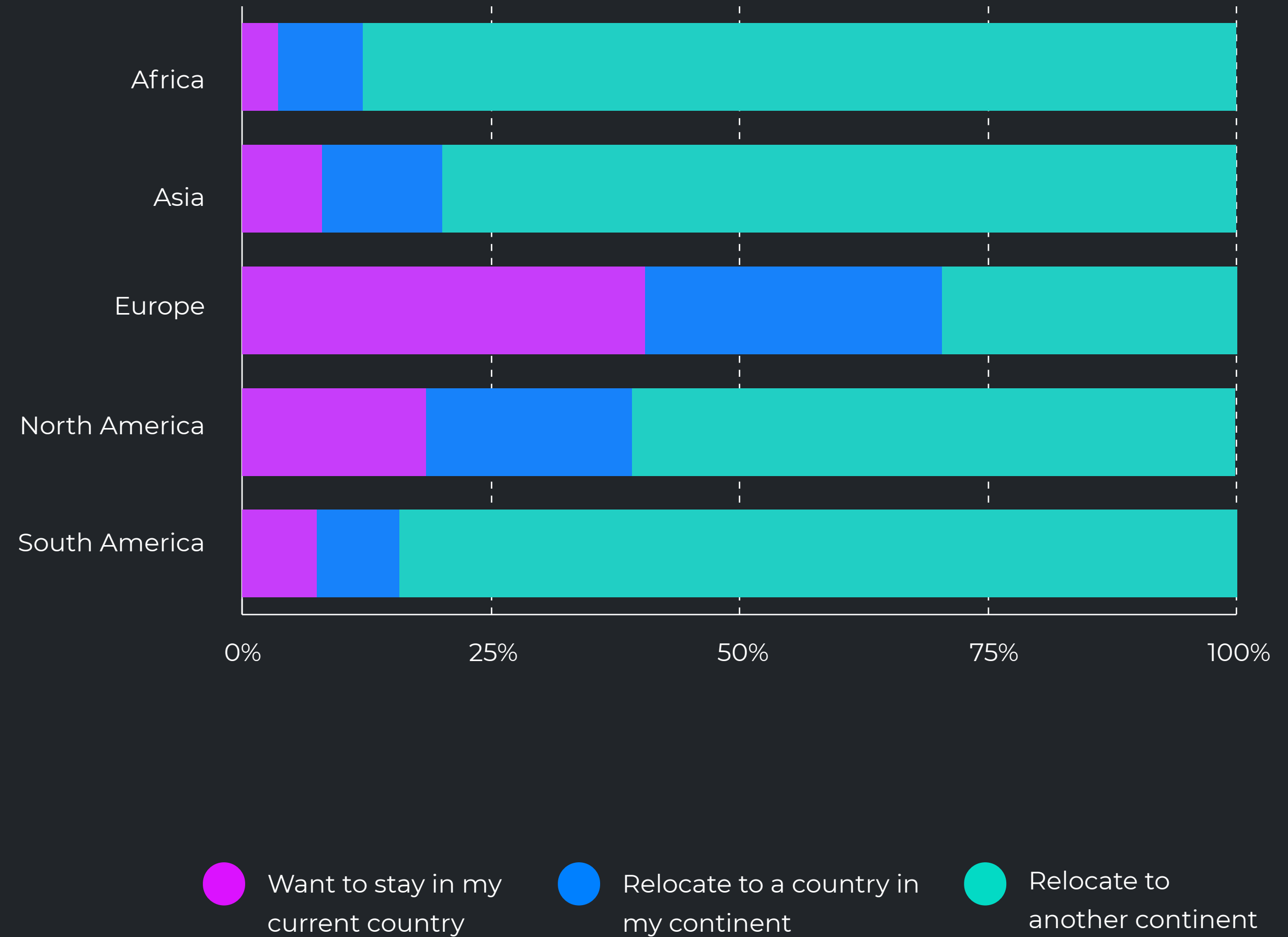
| Reasons | Africa | Asia | Europe | North America | South America |
|------------------------------|--------|--------|--------|---------------|---------------|
| Better work-life balance | 25.71% | 22.80% | 25.67% | 29.31% | 24.02% |
| Better salary / benefits | 15.53% | 17.45% | 19.62% | 10.34% | 19.98% |
| Work from wherever I want | 15.53% | 17.06% | 16.32% | 22.41% | 13.55% |
| Finding better jobs | 11.82% | 10.53% | 14.01% | 11.49% | 14.97% |
| Working for companies abroad | 10.75% | 15.09% | 9.67% | 10.92% | 14.70% |
| Be more productive | 16.67% | 10.06% | 8.77% | 9.77% | 7.07% |
| Save money | 3.99% | 7.00% | 5.95% | 5.75% | 5.70% |

Openness to relocate to another country

BY CONTINENT OF RESIDENCE

In general, tech professionals are very open to relocate to another country or continent

- Not only working remotely for a company across-borders is trending high, but relocating to another country or continent is now a real consideration for most tech professionals.
- Respondents from Africa, Asia and South America show the highest willingness to relocate to another continent.
- Europeans are the ones more inclined to both stay residing in their countries and to move to another country in the same continent.
- Later on we'll look at the main reasons behind this.

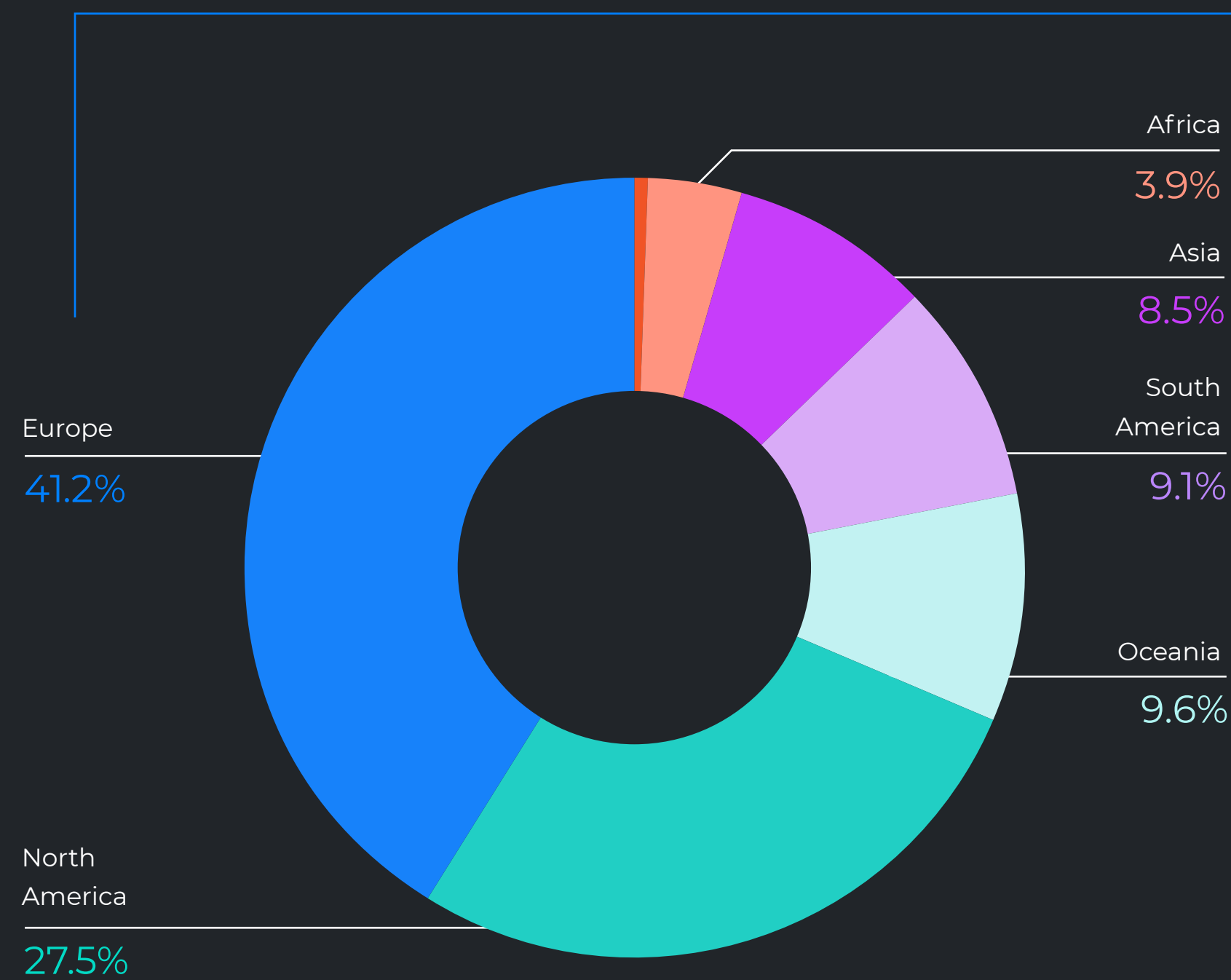


Preferred places to relocate to

BY CONTINENT

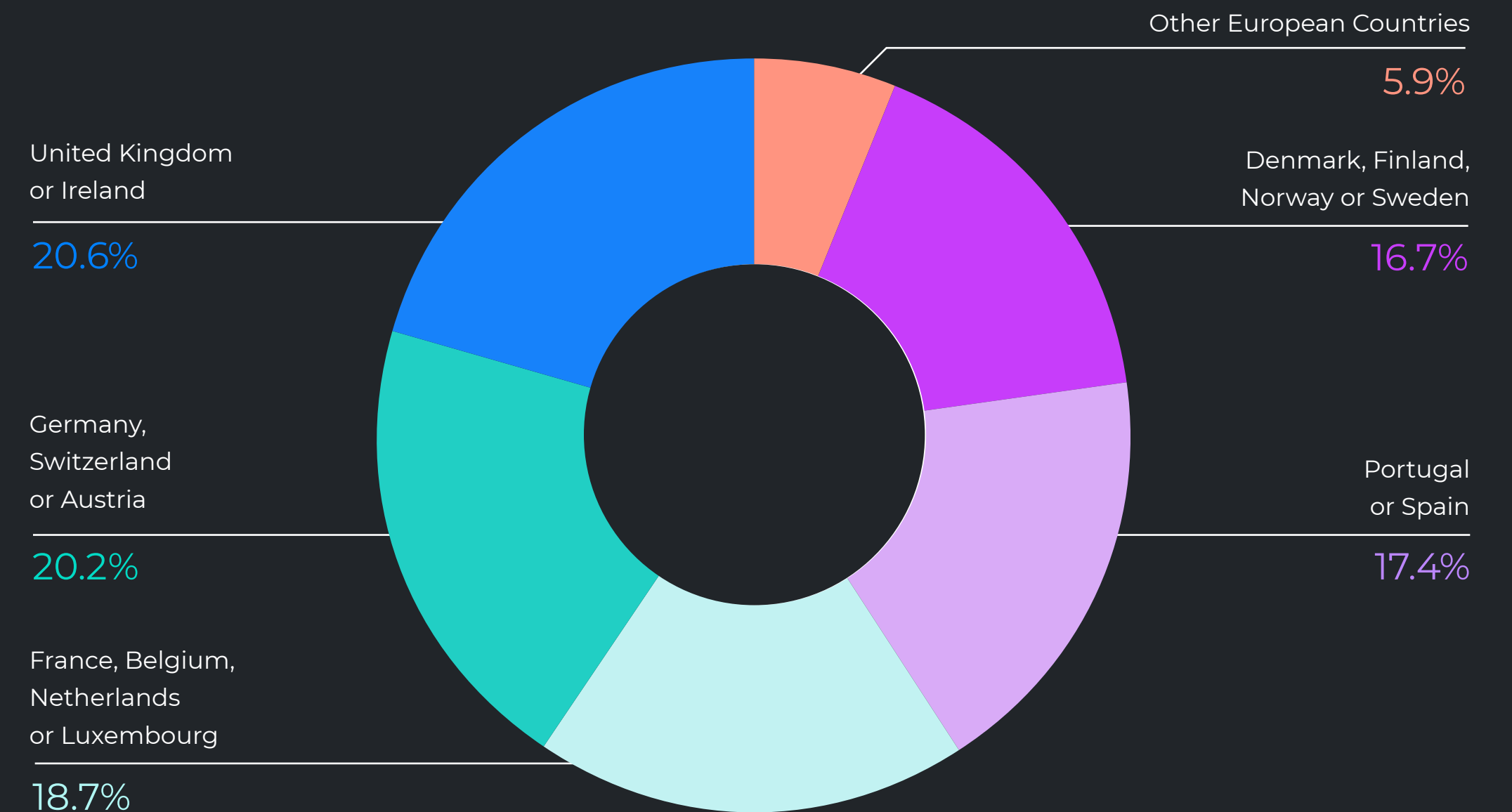
(only tech professionals open to relocate to another place)

- Europe is the go-to place of preference for those considering relocating.



BY EUROPEAN COUNTRIES

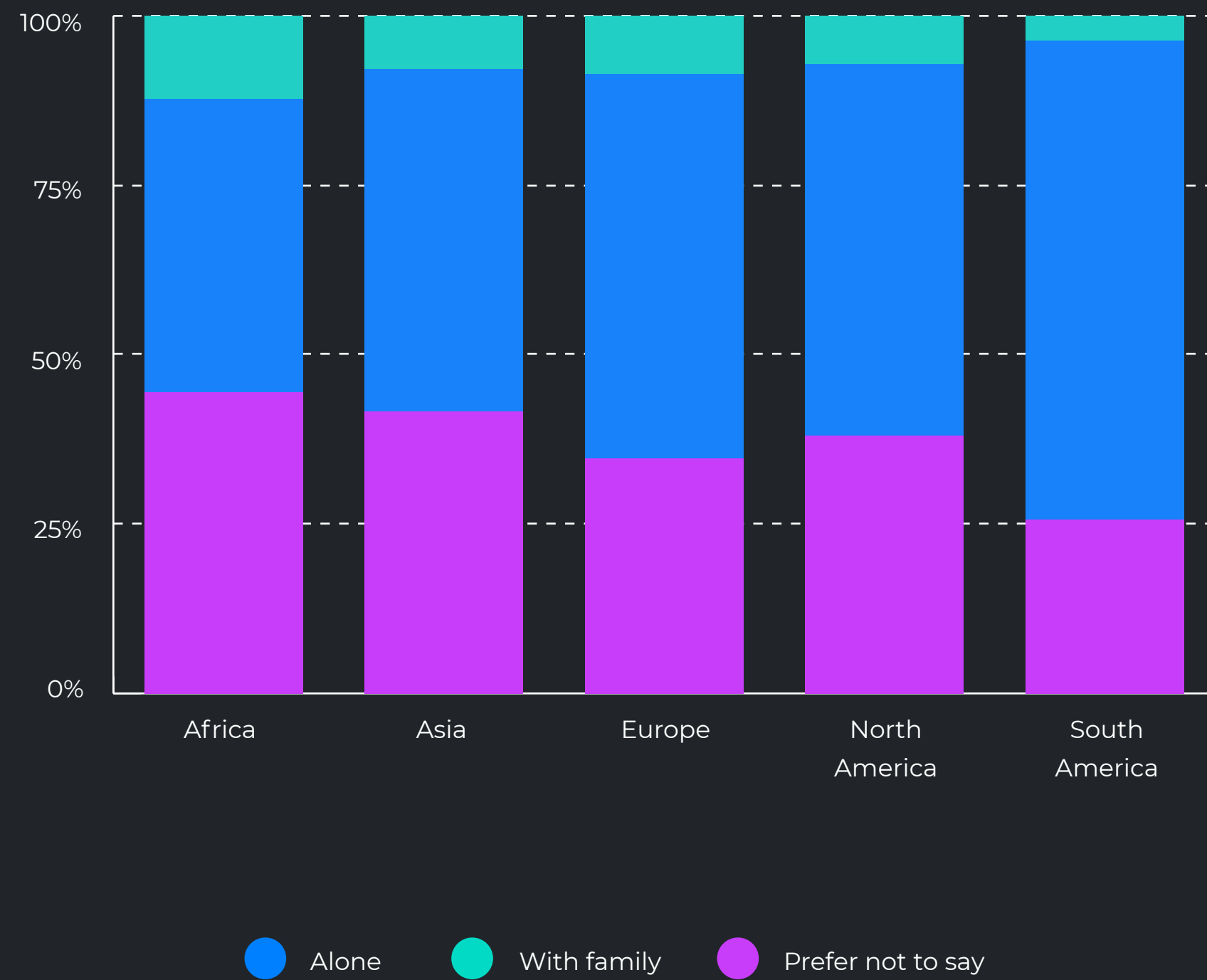
- Great Britain and the DACH region are the top relocation destinations for tech professionals considering Europe as a destination. Interestingly enough Africans prefer Great Britain, South Americans Portugal and Spain and Asians the DACH region.



Relocating alone or accompanied

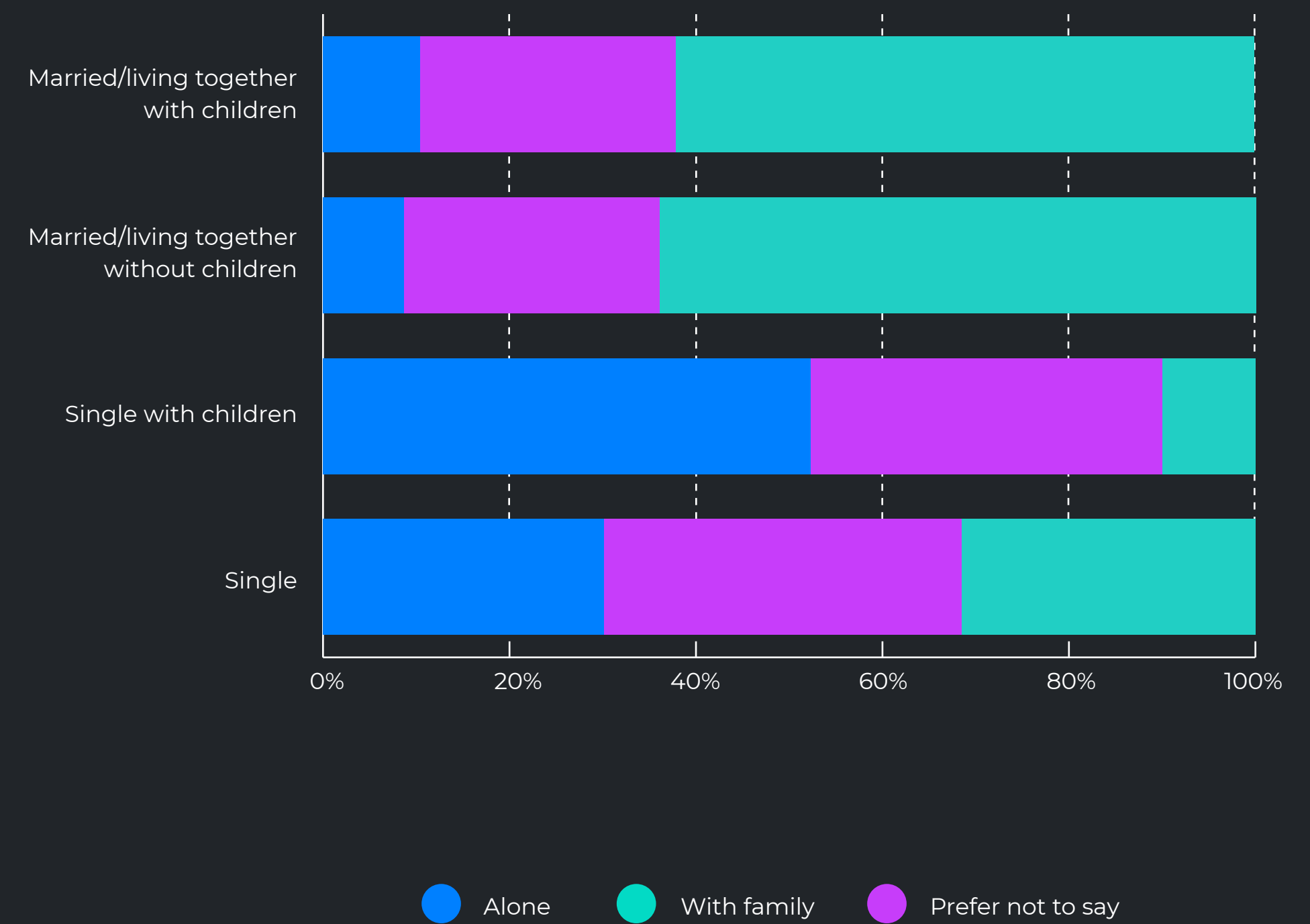
BY CONTINENT OF RESIDENCE

- South Americans consider relocating mostly with their families, while tech professionals from Africa and Asia show a tendency to relocating alone.



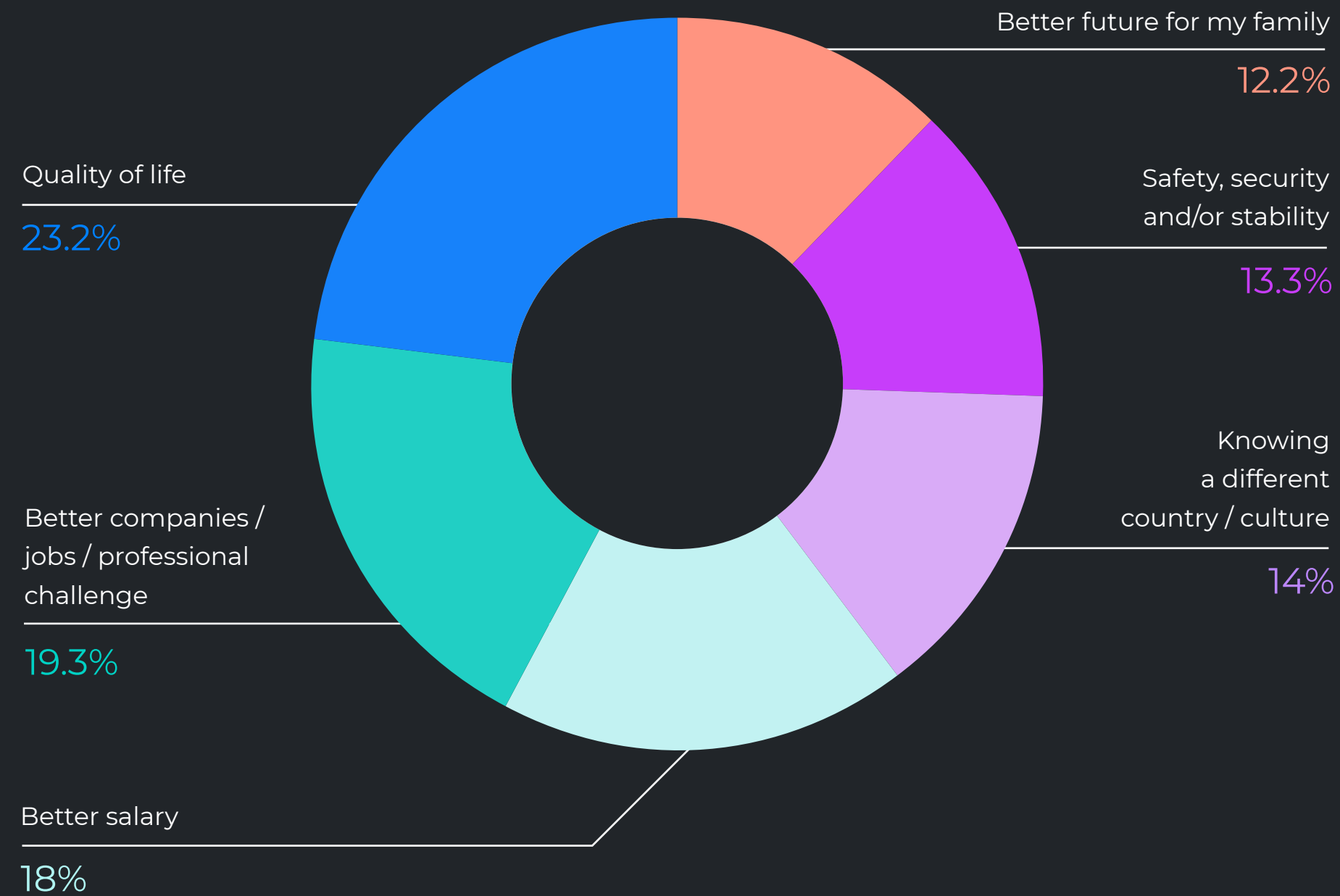
BY FAMILY STATUS

- Not surprisingly, married respondents prefer to relocate with their families, while singles don't. Curiously the 'singles with children' are less certain in their answer, maybe due to a less clear personal situation.



Relocation reasons

Quality of life is the main motivation for tech talent's relocation



BY CONTINENT OF RESIDENCE

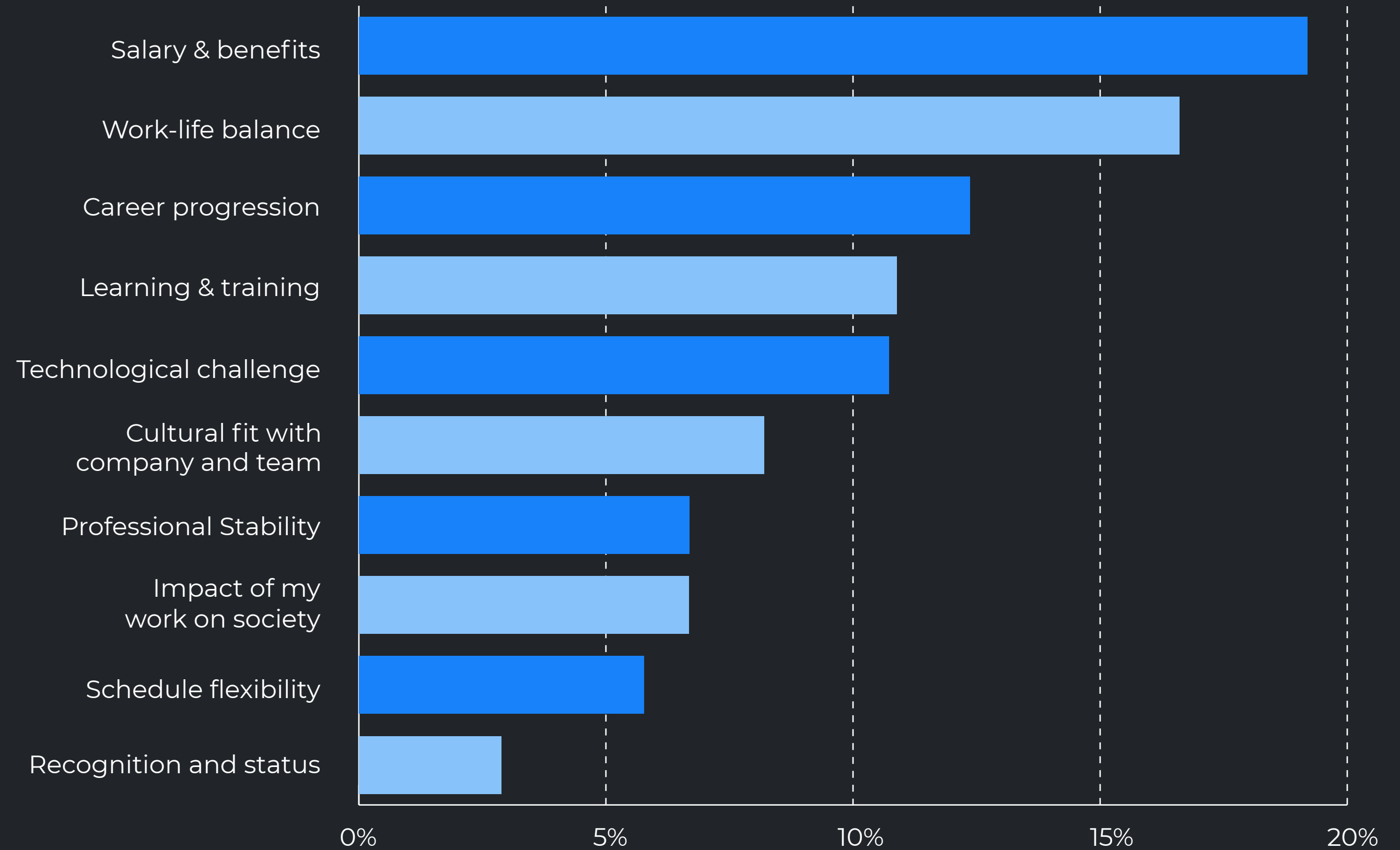
- African professionals rank the companies, jobs and professional challenge first, and salary last. South Americans value highly safety, security and stability. Europeans would mostly move for salary reasons.
- This topic is probably the one which shows most the contextual differences of the different regions.

| Residence | Quality of life | Better companies / jobs / professional challenge | Better salary | Knowing a different country / culture | Safety, security and/or stability | Better future for my family |
|---------------|-----------------|--|---------------|---------------------------------------|-----------------------------------|-----------------------------|
| Africa | 18.85% | 24.29% | 12.57% | 14.02% | 17.32% | 12.95% |
| Asia | 24.00% | 21.69% | 16.53% | 12.53% | 12.36% | 12.89% |
| Europe | 22.28% | 20.05% | 24.60% | 15.81% | 6.71% | 10.55% |
| North America | 31.48% | 14.81% | 13.89% | 17.59% | 13.89% | 8.33% |
| South America | 26.86% | 13.32% | 12.64% | 11.90% | 21.33% | 13.95% |

Career drivers

Salary and Work-life balance matter the most to tech professionals

- Money is still the top driver regarding career management, while respondents don't mind much about recognition and status. But work-life balance is a progressively relevant career driver.
- Career progression, learning / training and technological challenge are topics companies should mind about.



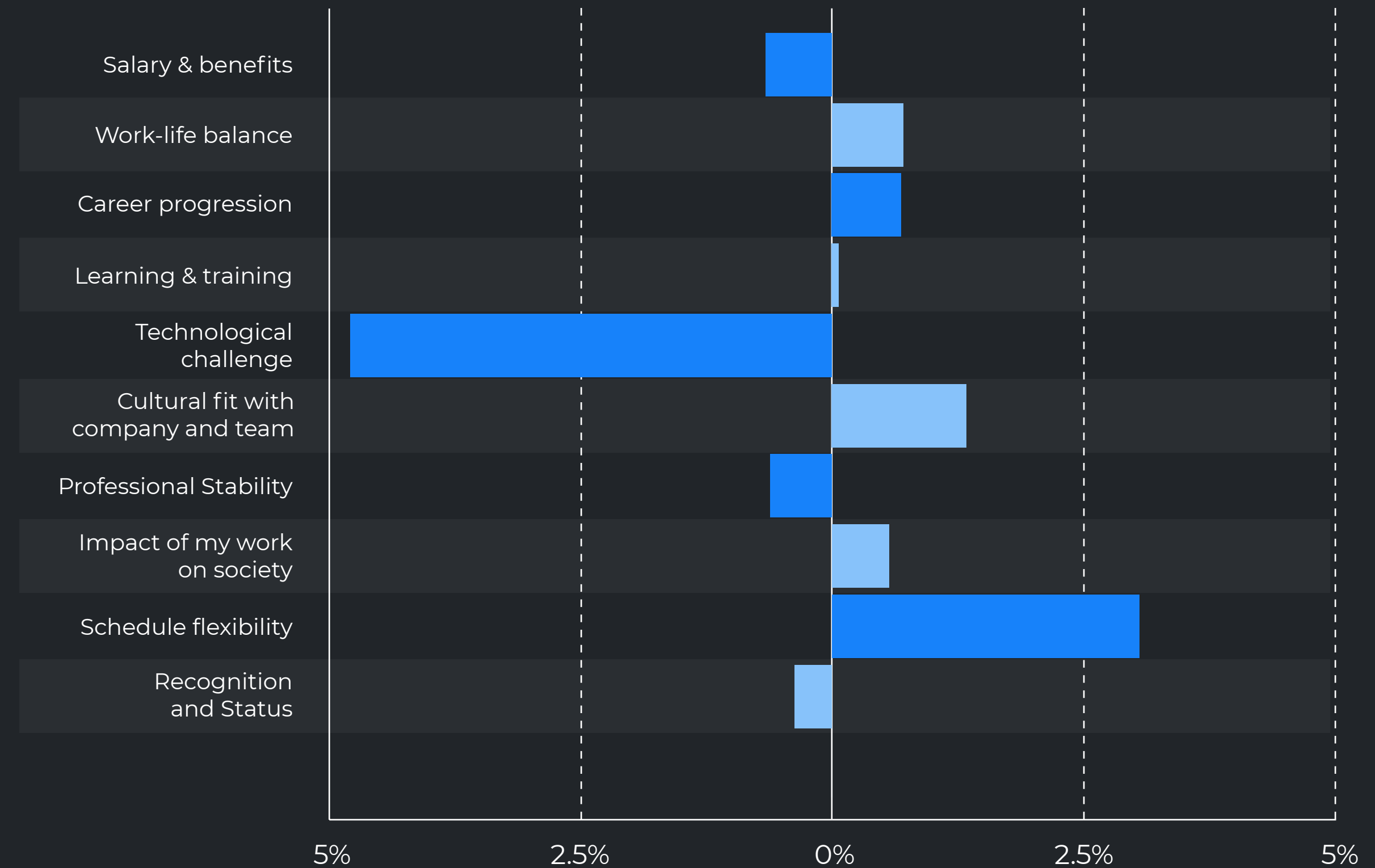
Career drivers

BY GENDER

- The differences by gender are significant: males' minds gear towards "harder" drivers like technological challenge and salary, while females are driven by "softer" items like cultural fit and schedule flexibility.
- Knowing these pattern differences is important to manage diversity well.

MALE PREFERENCES

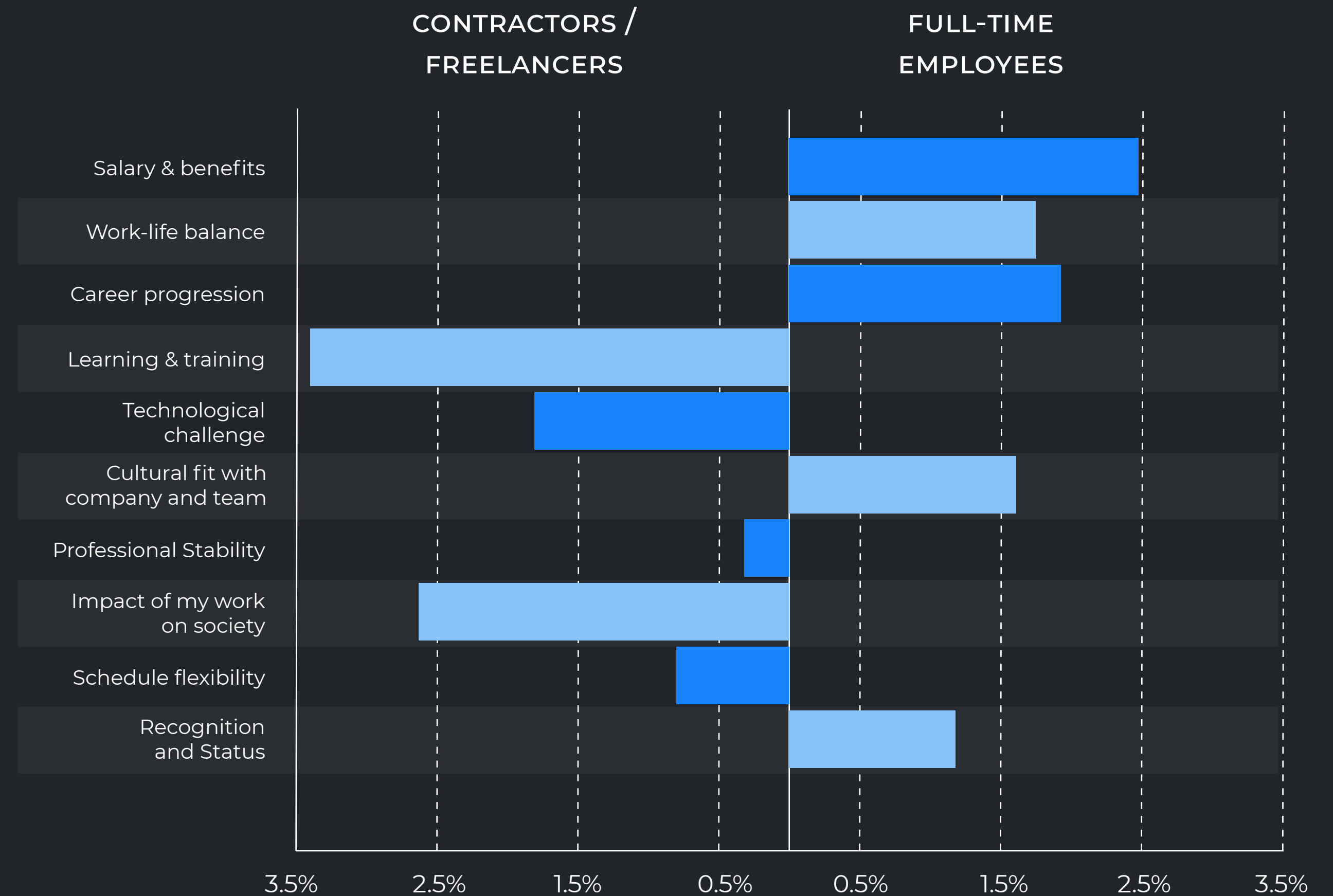
FEMALE PREFERENCES



Note: These charts show the percentual differences between genders for career drivers. Have in mind the overall importance given to each driver by checking the chart in the previous page.

Career drivers BY EMPLOYMENT STATUS

- Professionals with different work relations with their employer value different things.
- Full-time employees care more for salaries, work-life balance and career progression. Contractors mind more learning & training, impact of their work and tech challenge. Clearly, two different segments here.



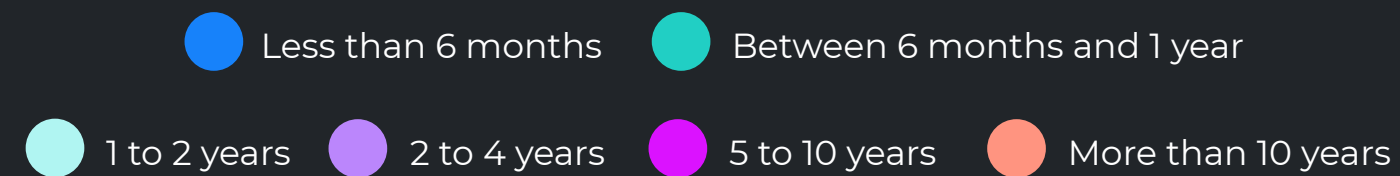
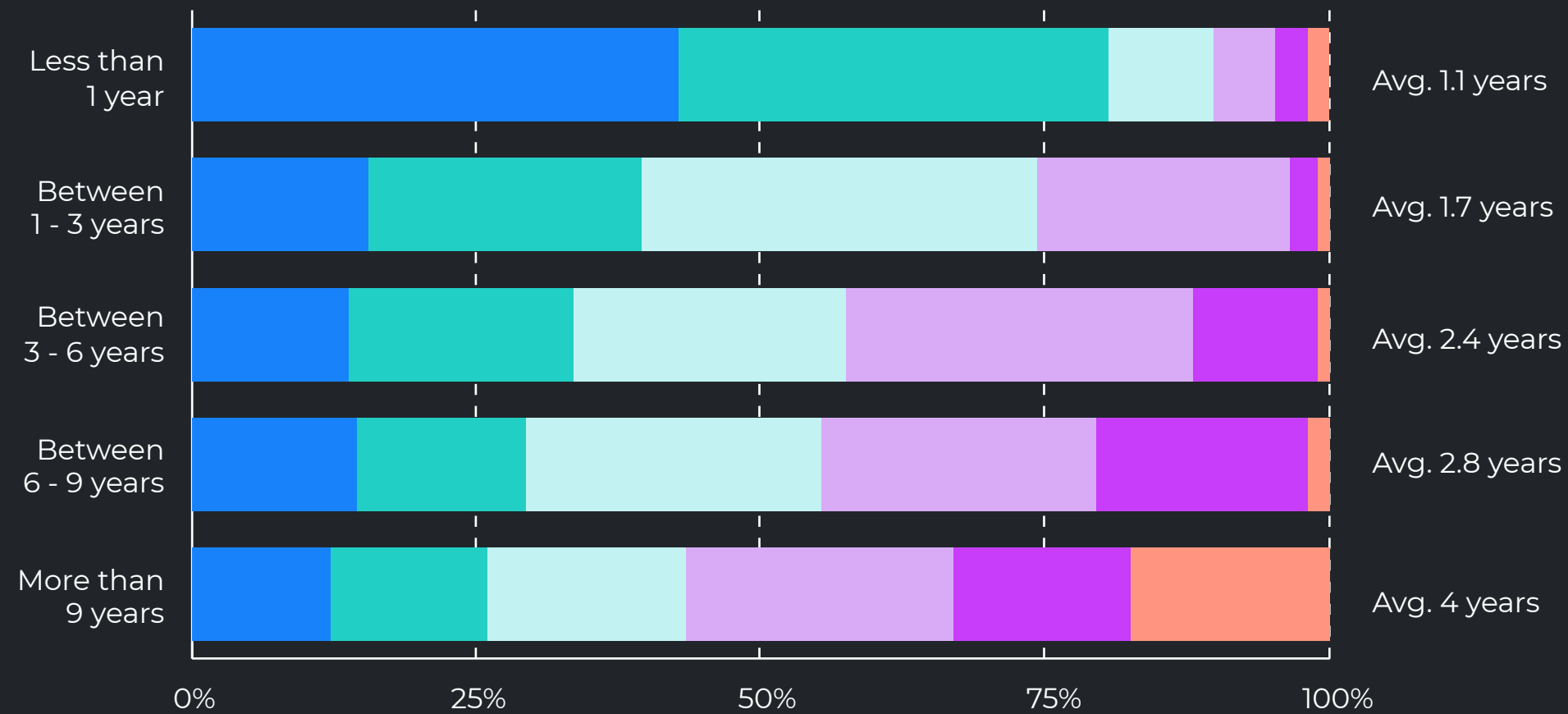
Note: These charts show the percentual differences between different employment status. Have in mind the overall importance given to each driver by checking the chart two pages behind.

Job permanence

BY PROFESSIONAL EXPERIENCE

Job permanence increases with work experience

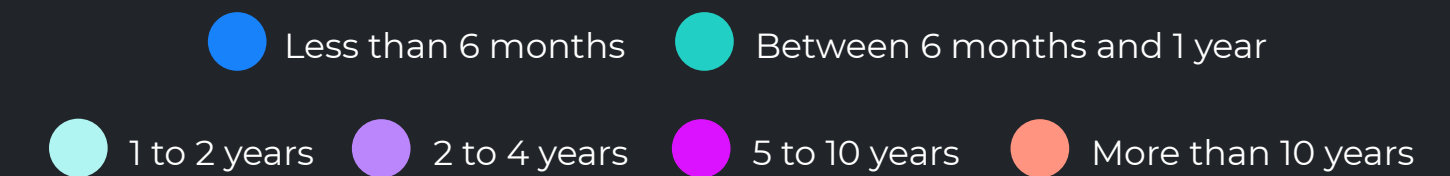
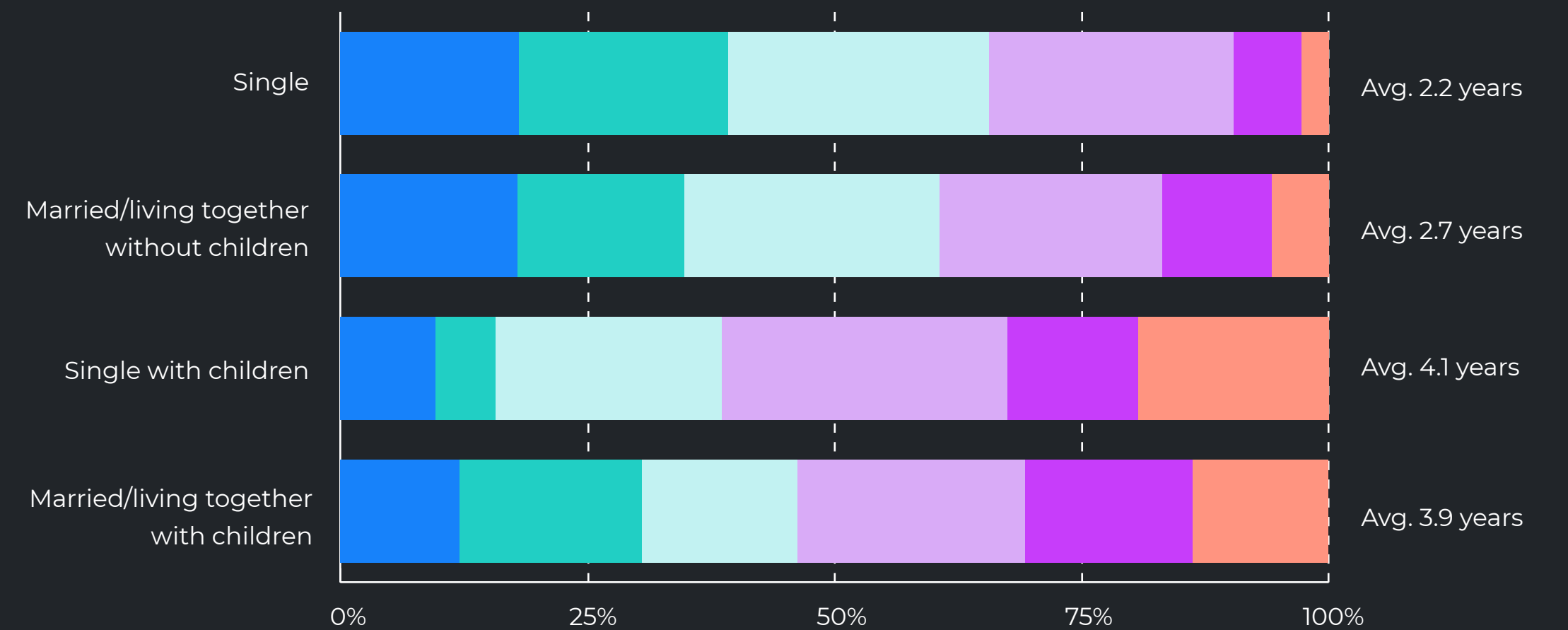
- More age / experience means stability? Maybe so, according to these figures. Average job permanence range from 1.7 years for professionals between 1 - 3 years of experience, to 4 years of permanence for professionals with more than 9 years of experience.



BY FAMILY SITUATION

Children make a difference in job stability

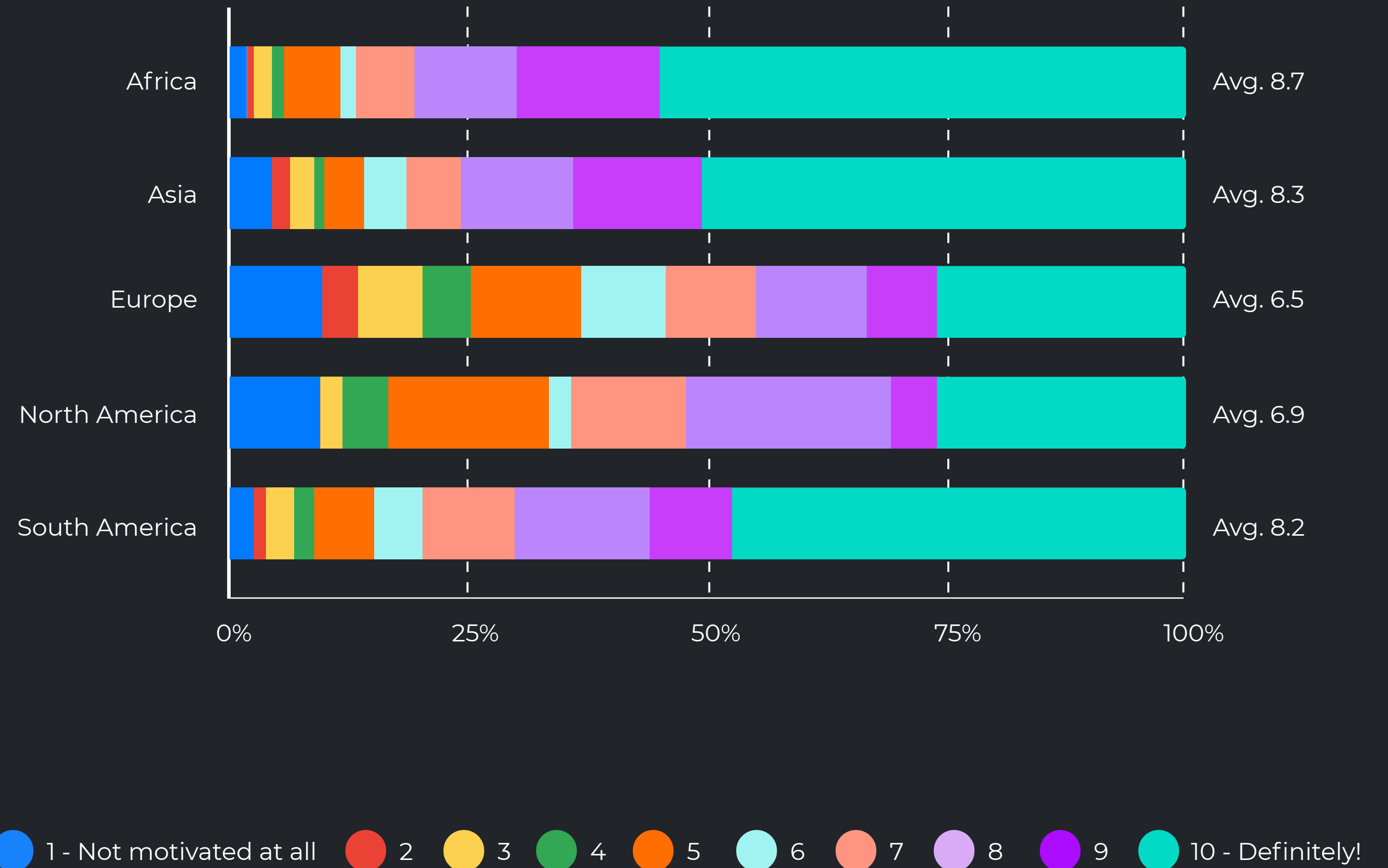
- Respondents with children have job permanences of 3.8 to 4.2 years, while those who are not parents have been in their current jobs between 2.2 to 2.7 years.



Motivation to change jobs (NEXT 3 MONTHS)

Africans are the ones most looking for new jobs

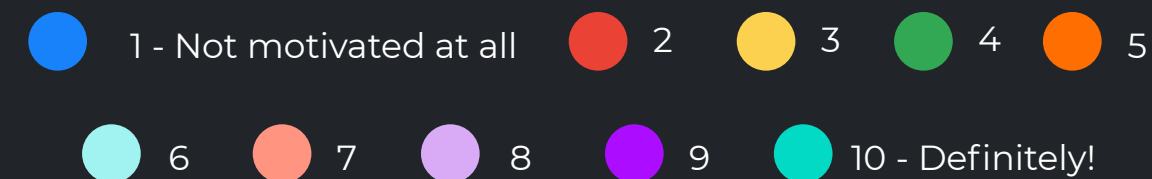
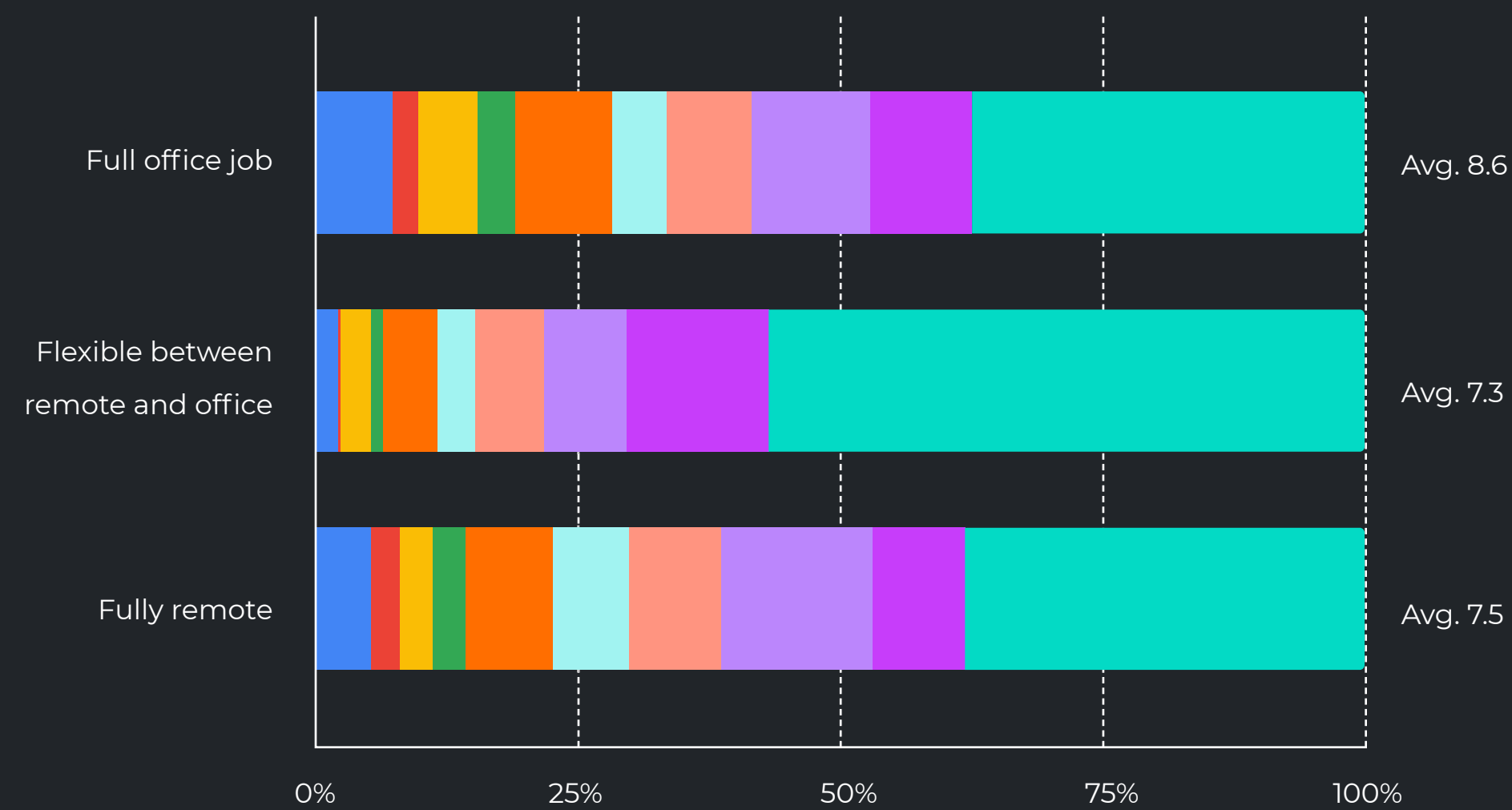
- Data shows two clear clusters here: on one side Africa, Asia and South America, highly motivated to change jobs. On the other Europe and North America, less prone to it.
- Companies from the Europe and US looking for tech talent motivated for new challenges should definitely look to the former geographical cluster and properly explore the globalisation of tech work, as local talent will probably not satisfy their growth needs.



Motivation to change job (NEXT 3 MONTHS)

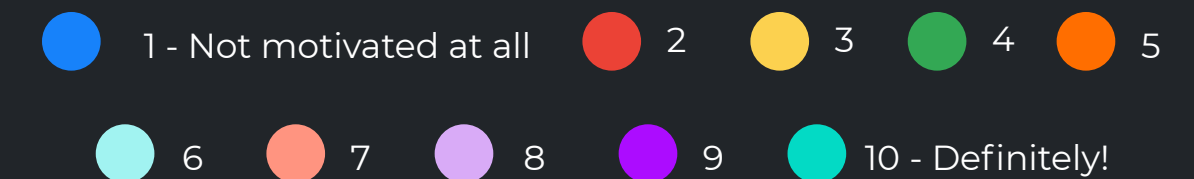
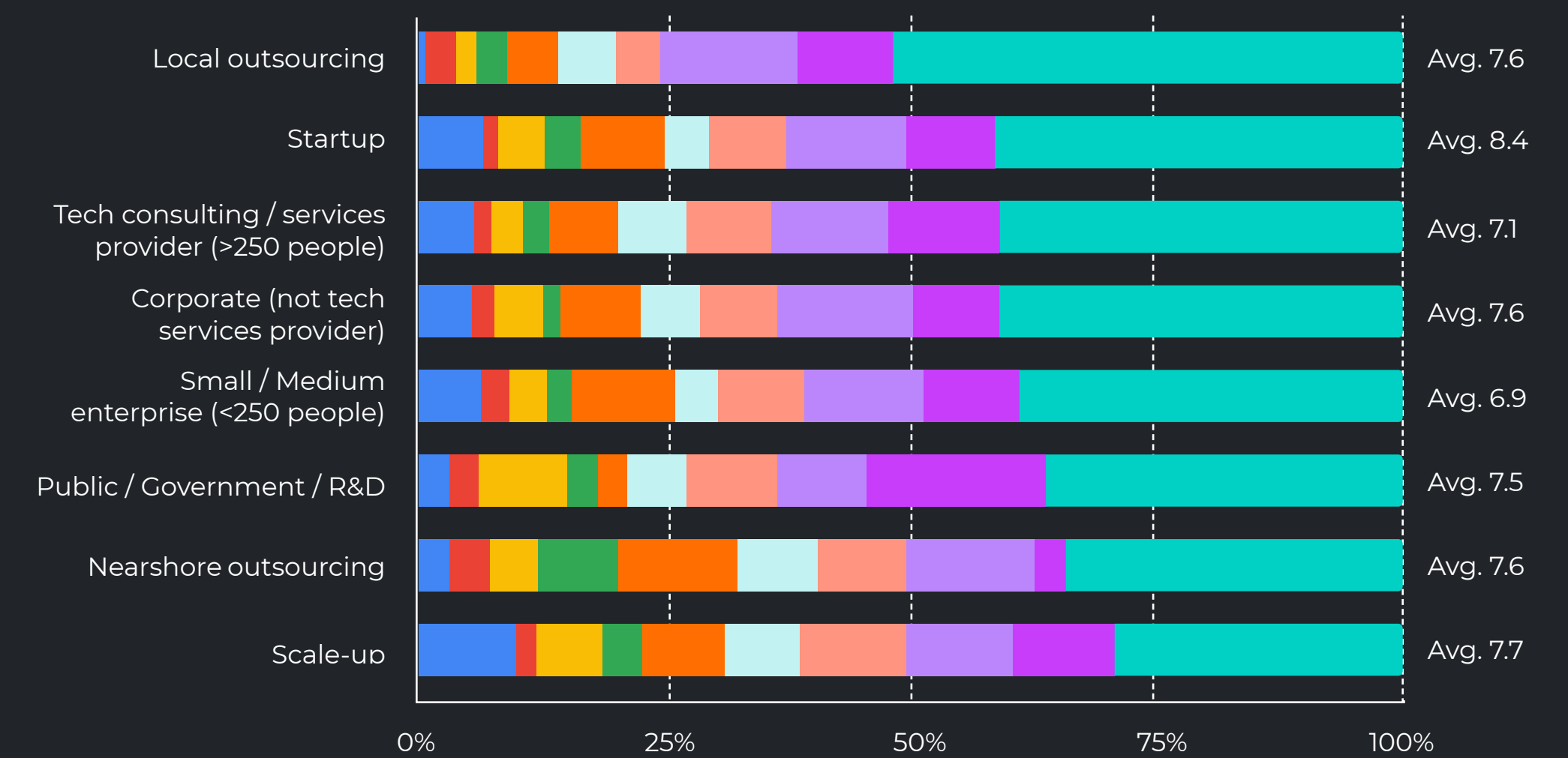
BY REMOTE WORK SITUATION

- Office workers are looking for a change, watch out remote work naysayers.



BY EMPLOYER COMPANY TYPE

- There's a clear loser on this chart: local outsourcing. With the globalisation of tech work, much motivated by across-borders remote work and relocation, these companies will surely be suffering high turnover rate. Scale-up employees seem more stable than all others.

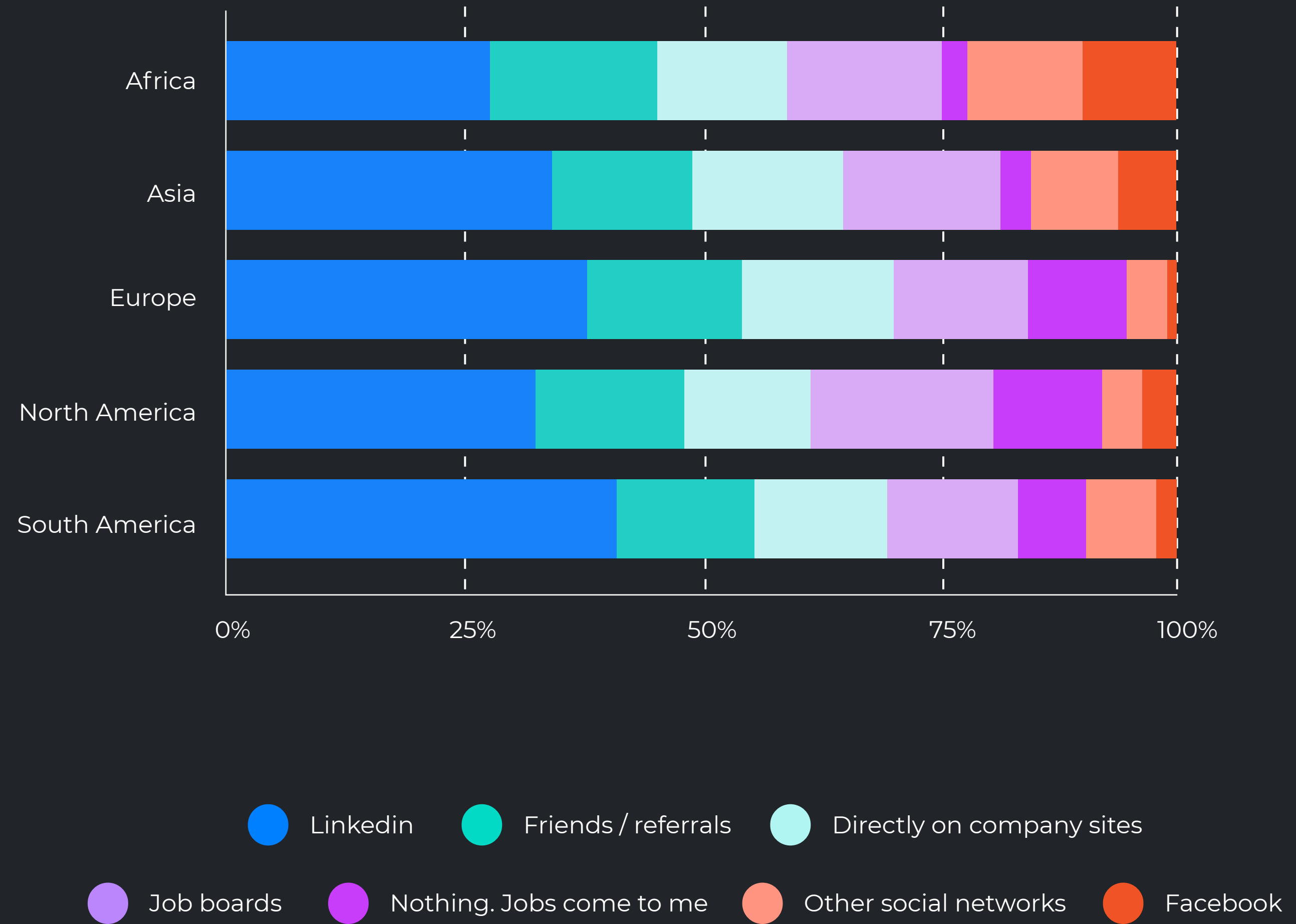


How do respondents search for jobs

BY CONTINENT OF RESIDENCE

LinkedIn is still the top choice for tech professionals looking for jobs

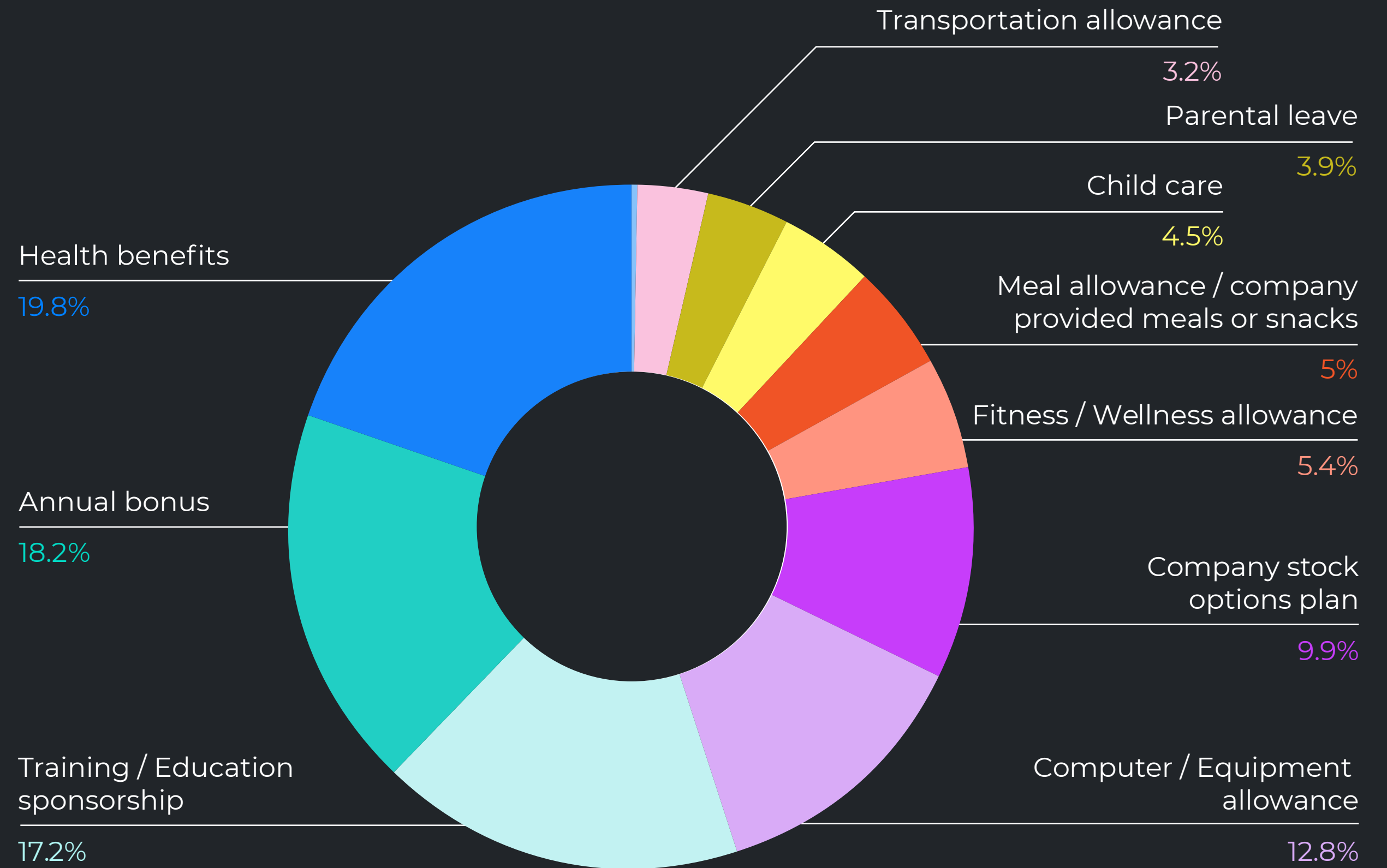
- It's interesting to note a lot of job search is done via friend referrals and direct search in company sites.
- Facebook is definitely not a preferred choice, although it has some expression for African talent.
- There are some regional differences, but nothing very significant, maybe with the exception that Europeans and North American have a much higher percentage of people claiming 'jobs get to them' than in other regions, maybe signaling more competitive markets, where tech professionals are far from enough to meet the companies' demand. This latter job search category is also more significant for more experienced professionals.



Preferred job perks

Health benefits, annual bonus and training sponsorship are the most relevant job perks

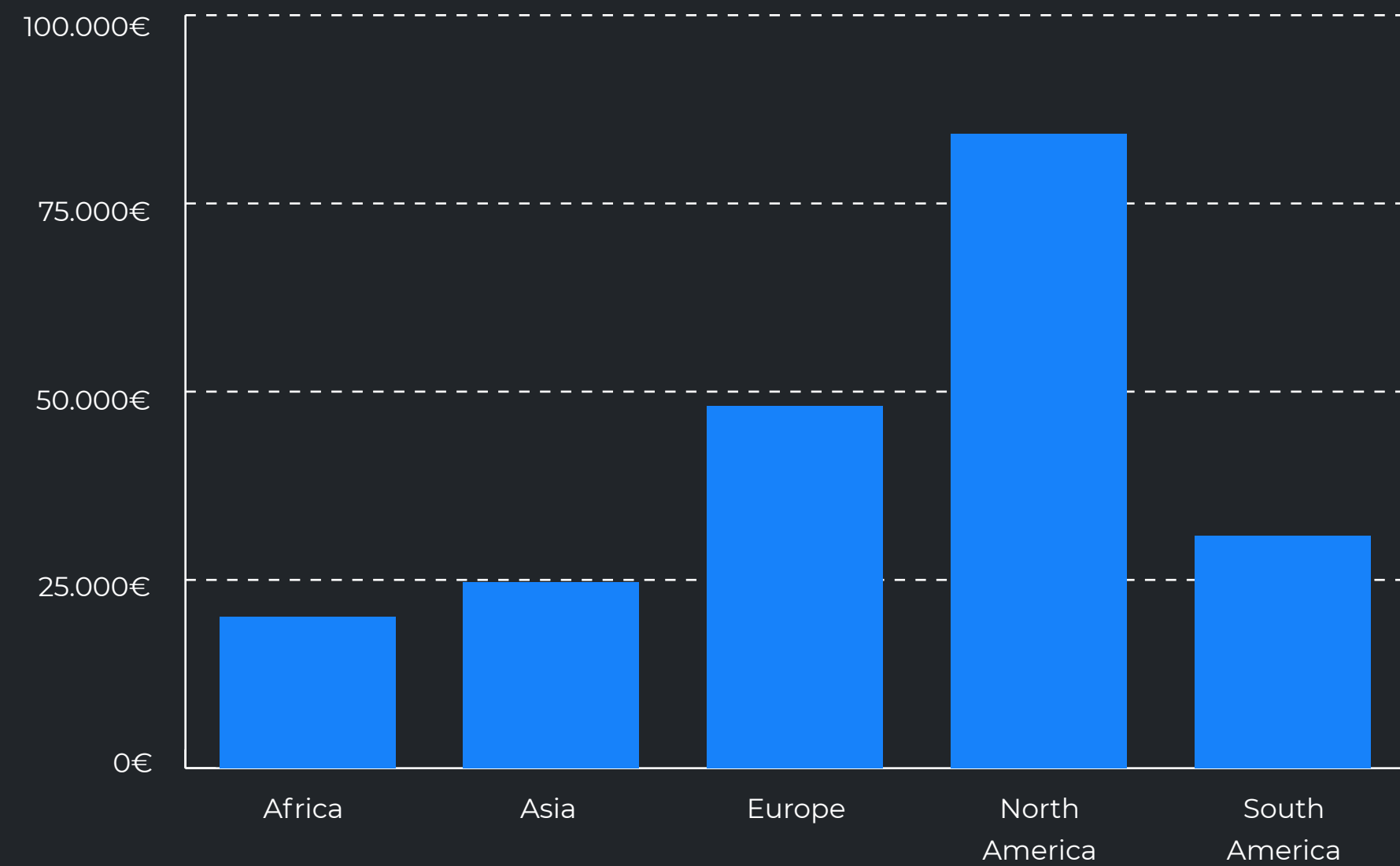
- And the interesting thing is this top-3 rank is the same for all analyzed regions, showing a clear pattern on what companies should focus to please tech talent.
- Computer and equipment allowance comes as the fourth choice in all regions, showing that tech people surely like tech.
- Stock options are fifth, again in all regions, showing an interesting evolution of tech professionals regarding possible long-term benefits.
- On the lower side of this rank are Paid / extra vacations (is this already a given in all countries?), Flexible work schedule (with most people remote has this stopped being an issue?) and Teambuilding (no clues here).



Salary

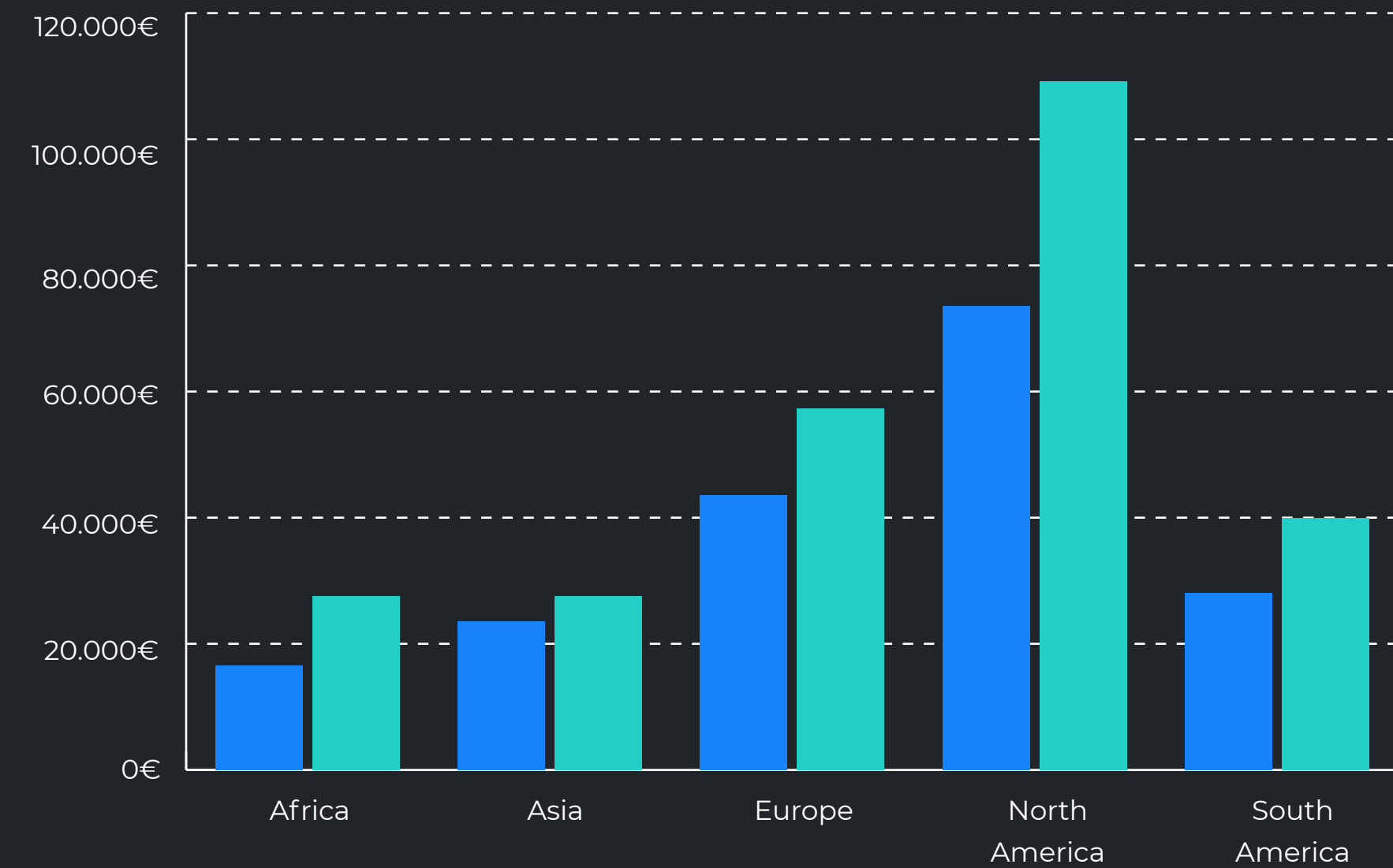
BY CONTINENT OF RESIDENCE

- The chart is self-explanatory: North American tech professionals' salaries are the highest, Europe gets second place, and Africa, South America and Asia are clearly behind. It'd be interesting to have the ratios of these average salaries by each region GDP.



BY PROFESSIONAL ROLE CATEGORY

- Also no surprises here: tech management jobs pay better than tech development (in most cases). Asia and Europe have the lowest differences between both categories, while Africa has the wider gap in the same comparison.



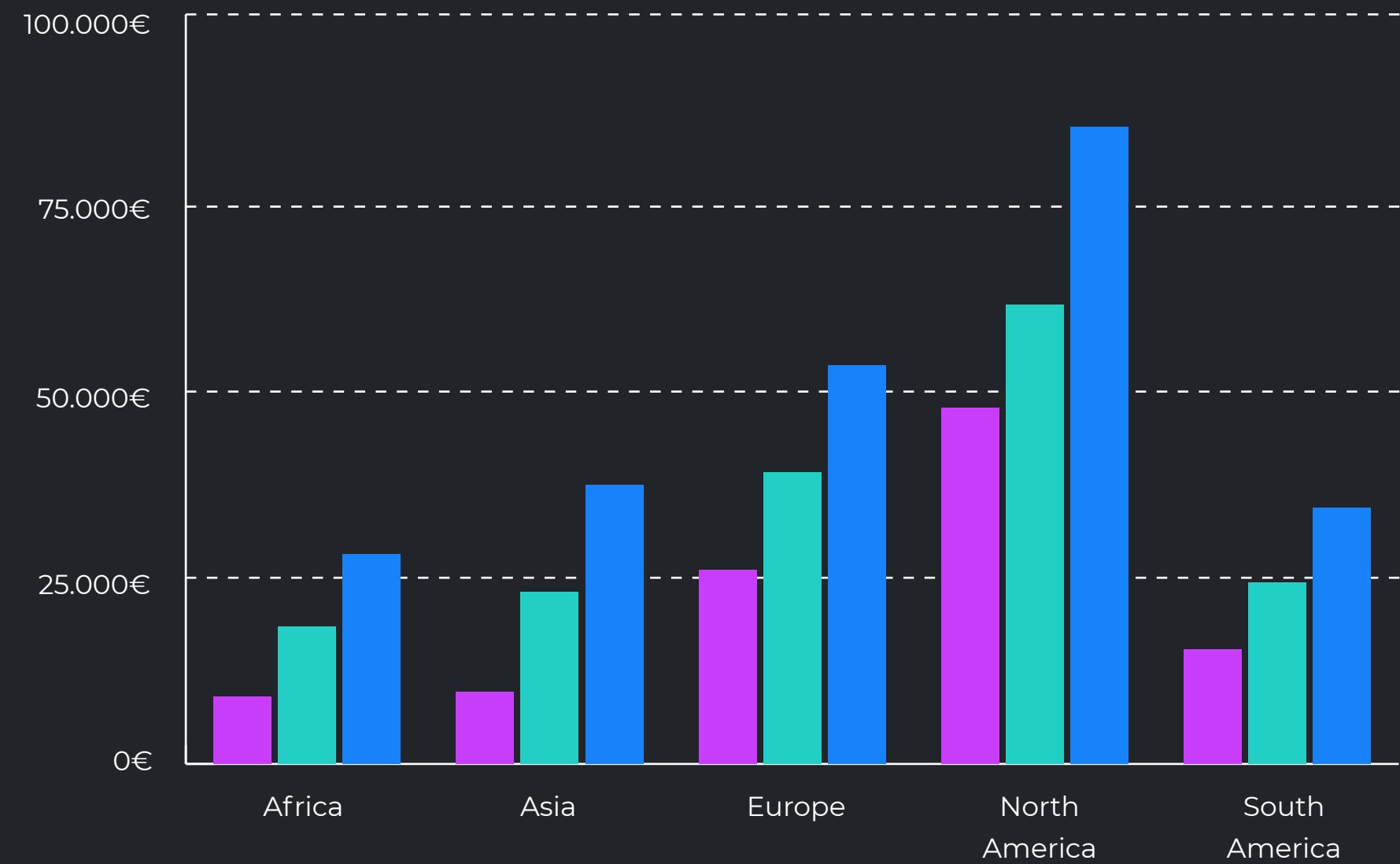
● Development roles ● Management roles

Salary

BY PROFESSIONAL EXPERIENCE

DEVELOPMENT ROLES

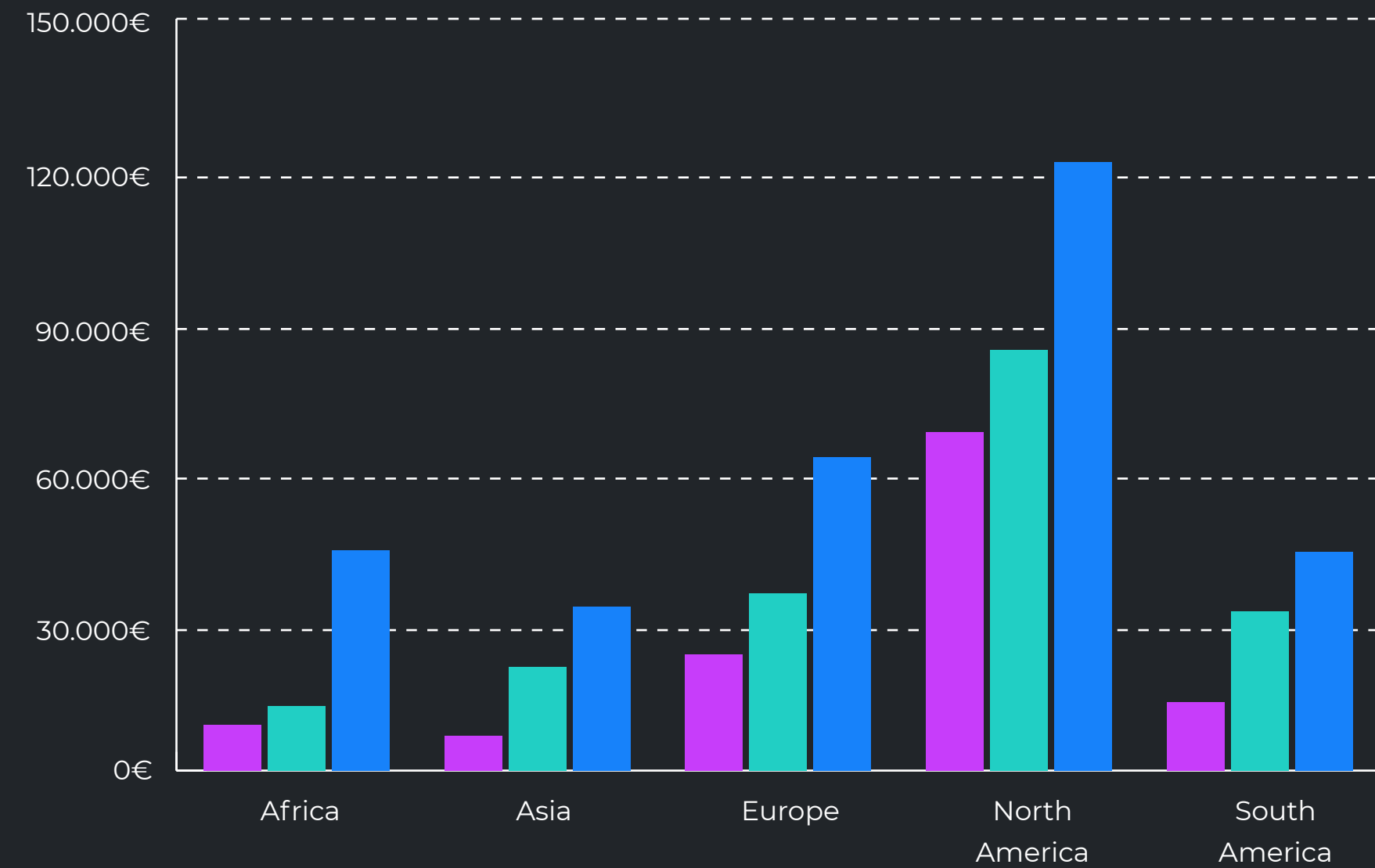
- Without surprise, experience means more salary. In terms of salary difference from lower to higher levels of experience, the biggest variations are in Asia and Africa.



● Less than 3 years
 ● 3 to 6 years
 ● More than 6 years

MANAGEMENT ROLES

- Salary difference from the less to the more experienced professionals is larger for Management roles (average 3.7x) than for Development roles (2.5x).

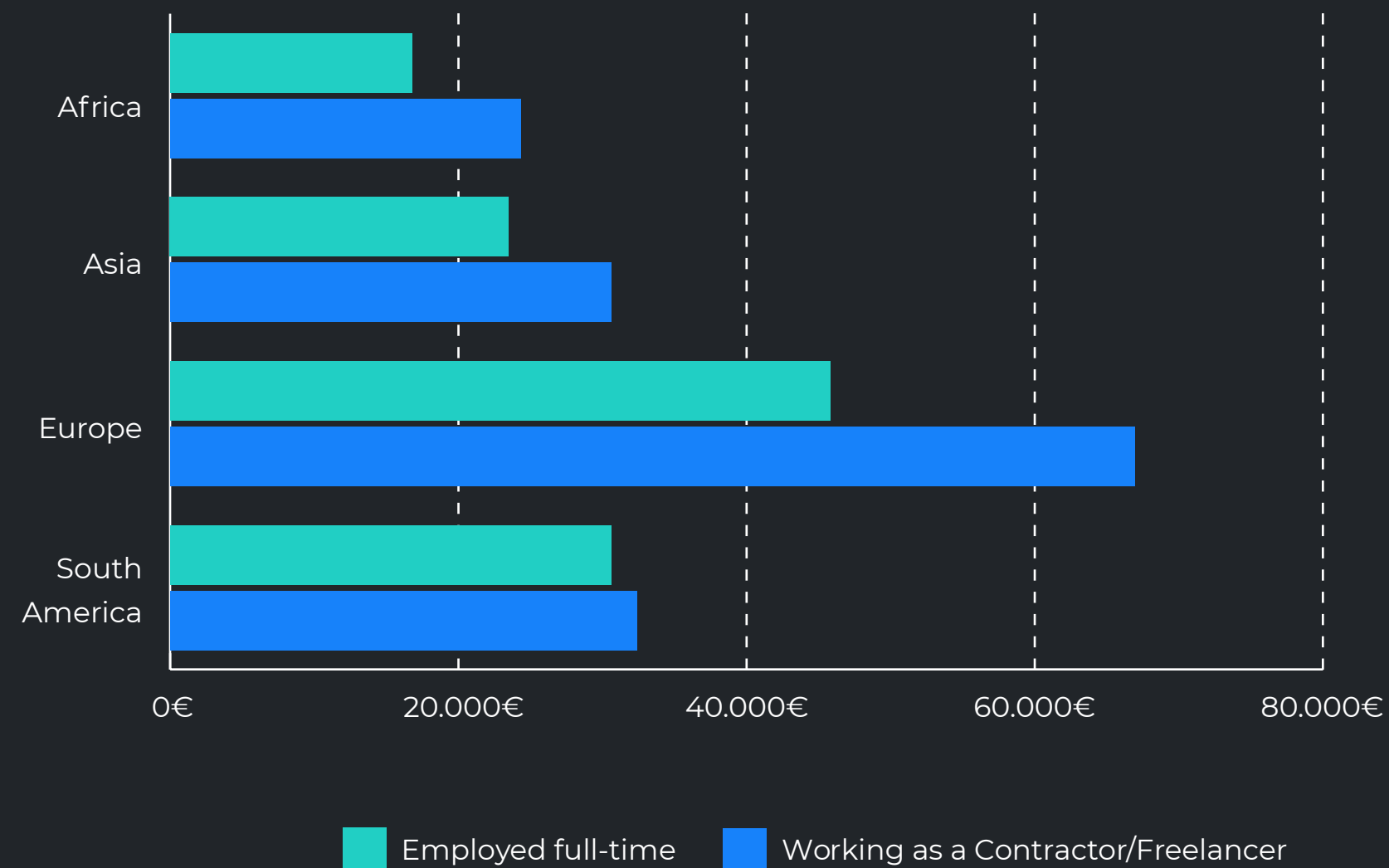


● Less than 3 years
 ● 3 to 6 years
 ● More than 6 years

Salary

BY EMPLOYMENT STATUS

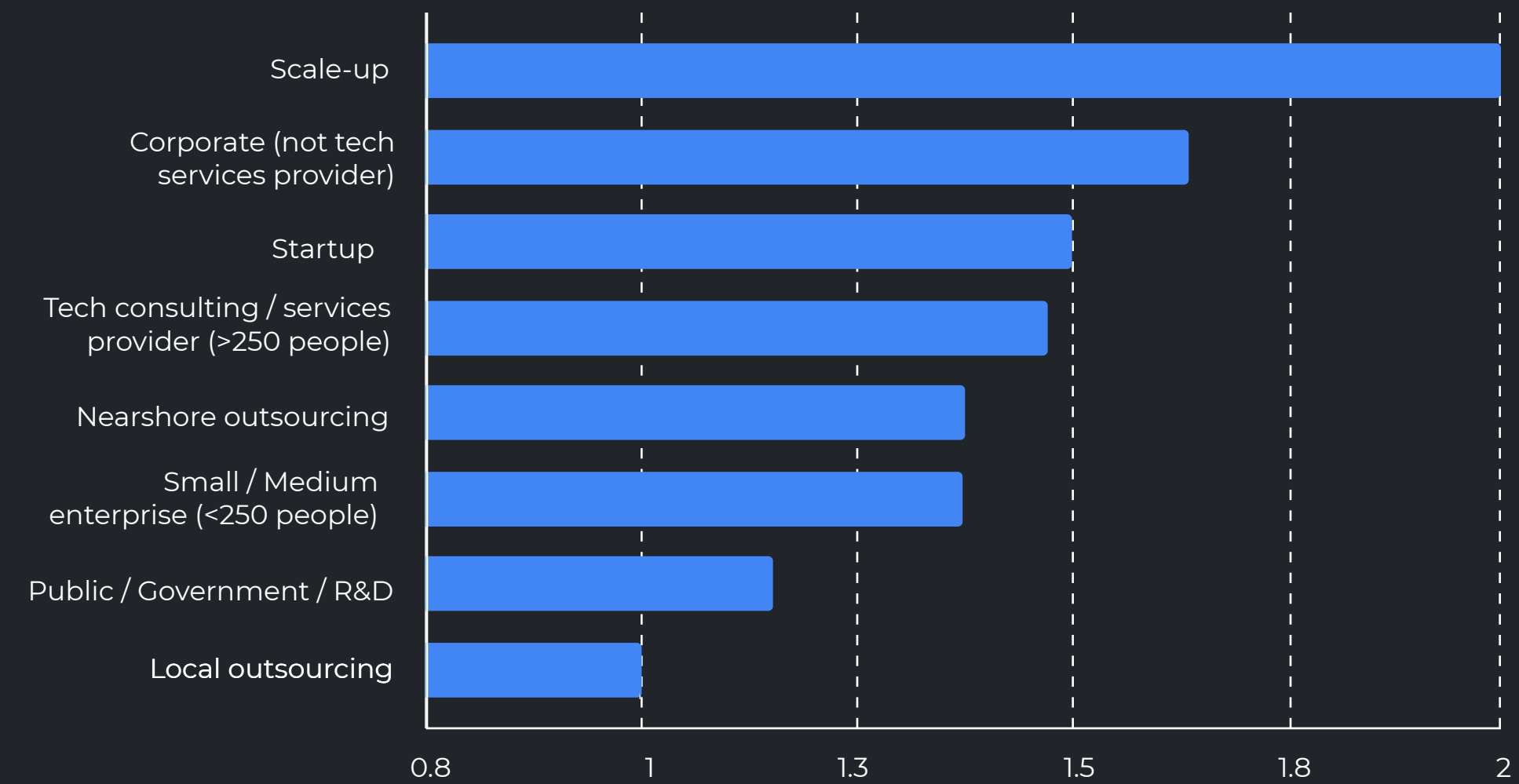
- Contractors tend to earn more than full-time employees, showing one of the main tenets of this work option. African and European contractors earn around 45% more than full-time employees, Africans 30% and South Americans only 6%.



Note: North America data is not shown because the number of datapoints for Contractors / Freelances in this region is below the threshold defined for statistical significance

BY EMPLOYER COMPANY TYPE

- Working for Scale-ups apparently compensates (a lot), probably because they assume the best tech talent is a key competitive factor and have the money to invest. Government / public services and local outsourcing are the worst options if you're looking to maximize salary.

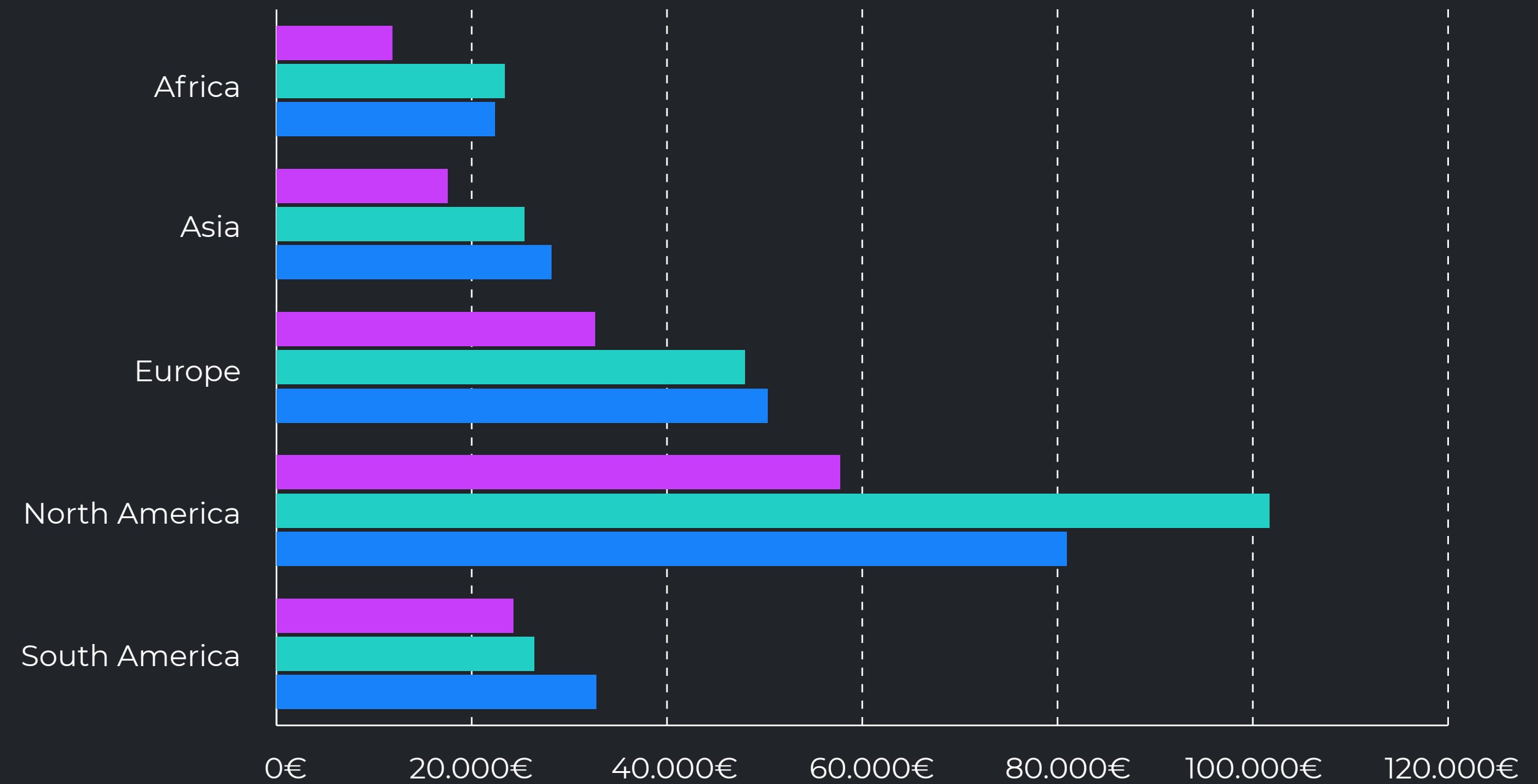


Note: These values are multipliers of average salaries for each company type with the lowest paid one having index 1. This approach is used instead of average salary values because of the regional discrepancies.

Salary

BY REMOTE WORK SITUATION

- Full office workers are on the lower side of the salary spectrum.
- The differences can be very significant, and a hypothesis to support this may be because less competitive companies are less inclined for remote work, consequently losing attractiveness to the best tech professionals, and hurting their competitiveness even more. A speculation, but worth debating.
- The fact that North America is the only region paying less to Full remote than to Hybrid remote is also curious. If you have guesses on reasons for this, please reach out.



● Full office job
 ● Flexible between remote and office
 ● Fully remote

Salary

BY WORKING FOR A COMPANY ACROSS-BORDERS SITUATION

- Another sign of the globalisation of tech work: tech professionals from all continents earn more when working for companies across-borders, with the exception of North America, certainly because the higher salaries are precisely there. Remote work is breaking barriers and empowering tech talent.

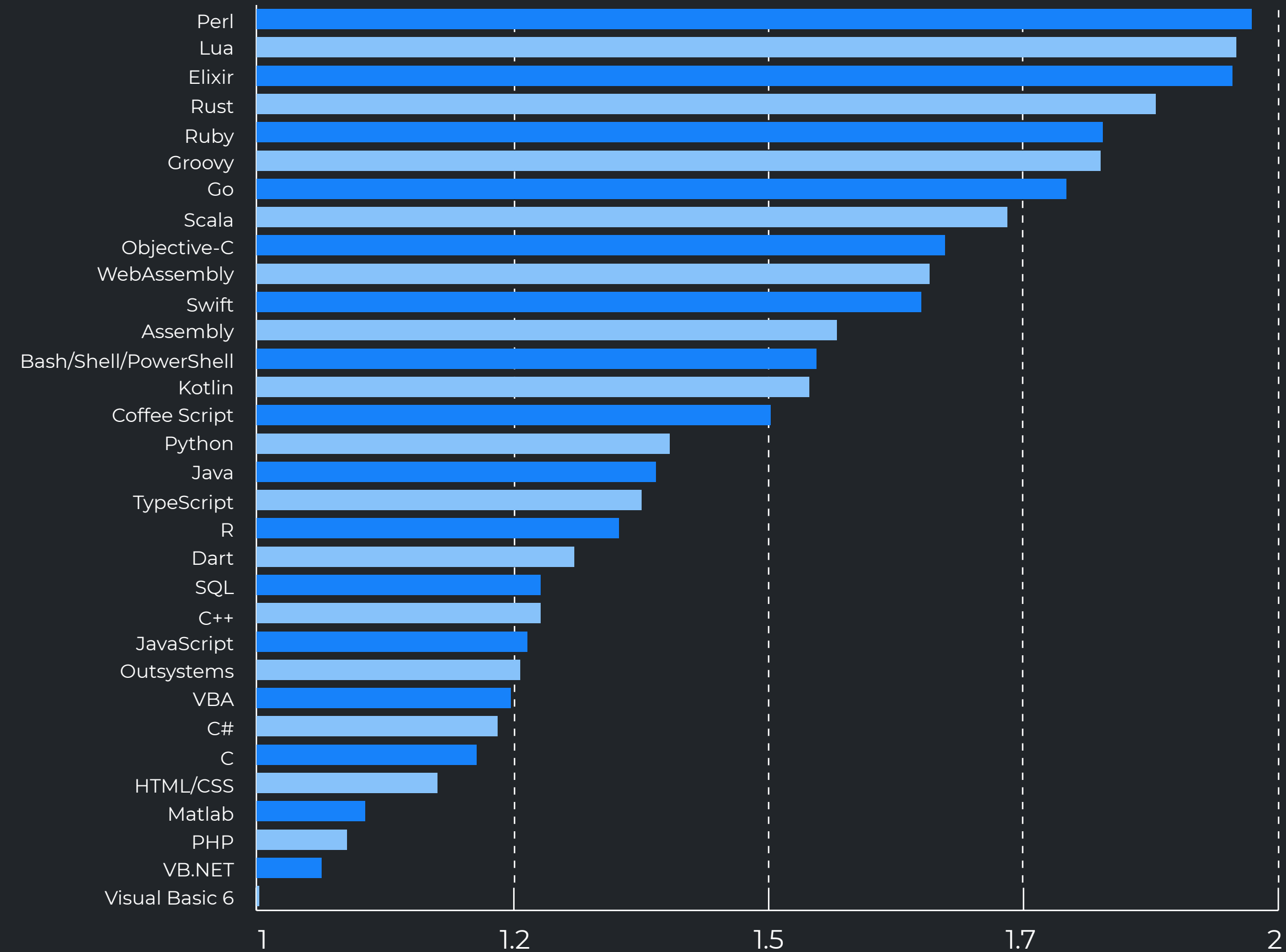


Average salary

BY PROGRAMMING LANGUAGE (MULTIPLIER FACTOR)

Niche languages top the rank

- Less used languages like Perl, Lua, Elixir and others are better paid. Scarcity rules, so if you decide to invest in one of these make sure you're good, because there aren't a lot of job positions available.
- Among the most used languages (check the respective chart on page 39) Python appears first, followed by Java and Typescript.
- If you want to have a good salary, definitely don't go for PHP, Visual Basic or VB.NET.

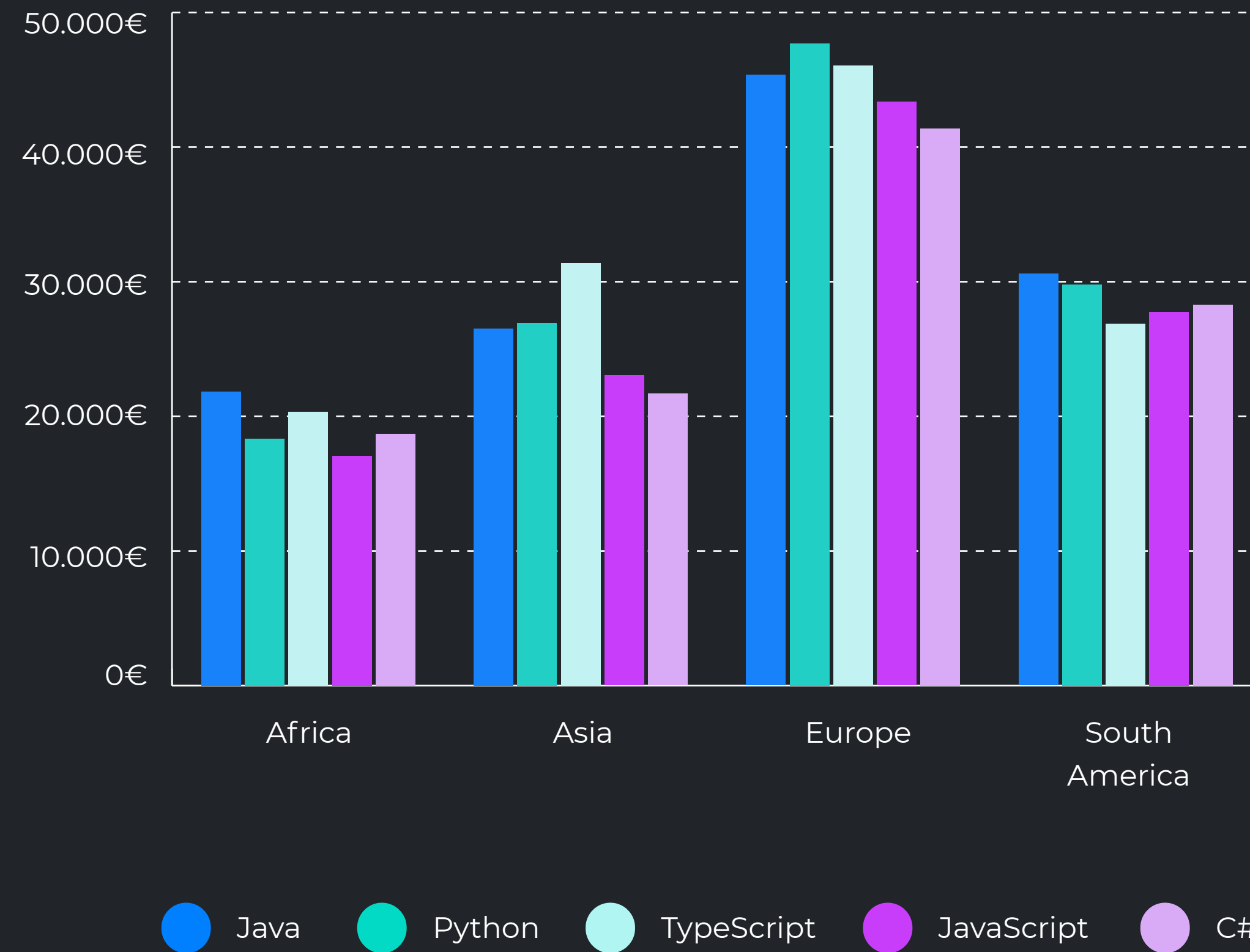


Note: These values are multipliers of average salaries for each language with the lowest paid one having index 1. This approach is used instead of average salary values because of the regional discrepancies. Ahead in this document the salary values will be shown for each region.

Average salary

BY MOST USED PROGRAMMING LANGUAGES

- Average salary variation among the top 5 most used programming languages is low, probably due to the massification of their use.
- It's interesting C#, a language mostly used in corporate environments, has seemingly lower salaries than the other languages. Python seems to be having a boom in Europe, both in number of professionals and average salary.
- During 2022, specific regional reports (per continent and some countries) will be released with more detail on this data.



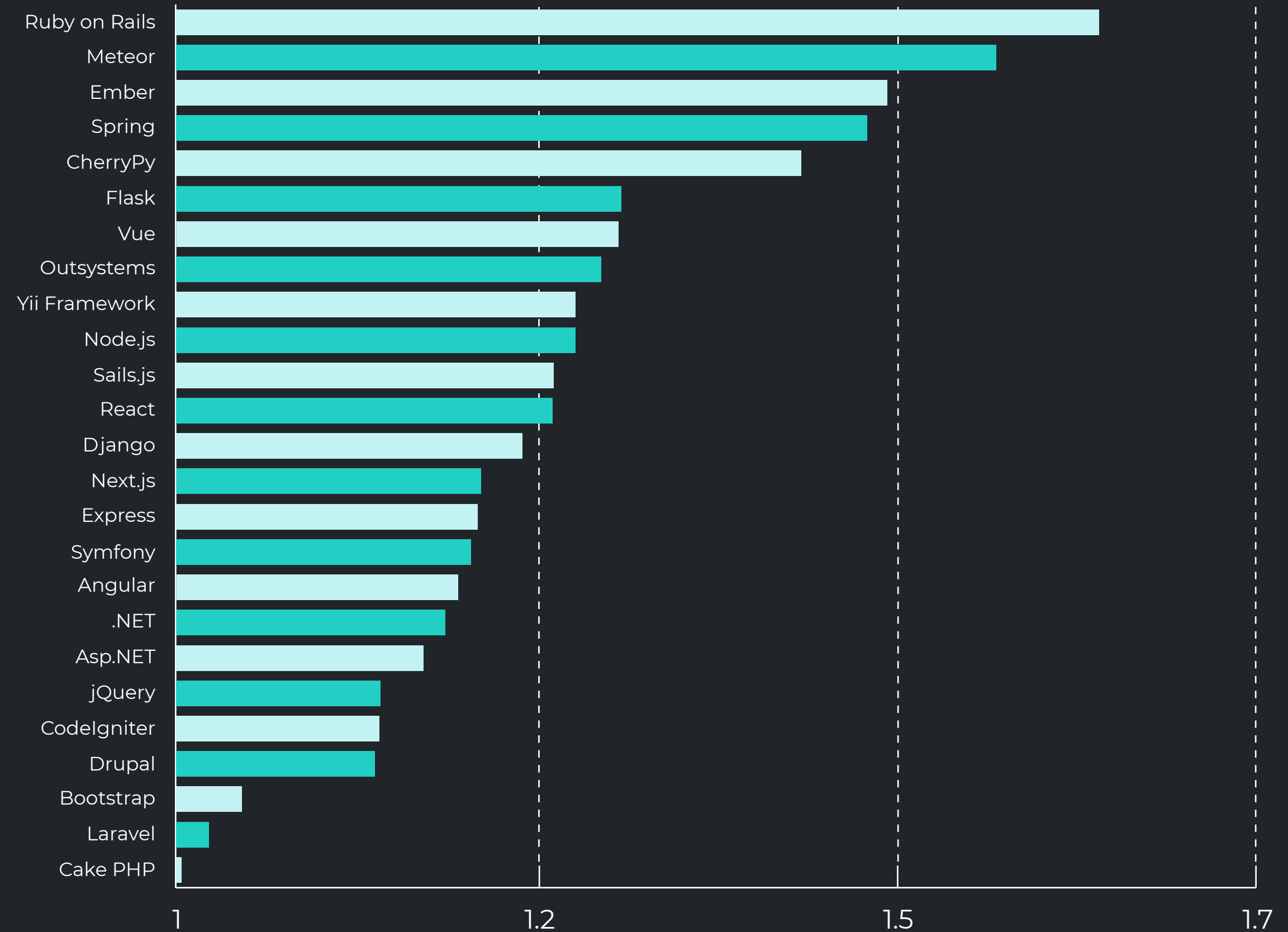
Note: Data for North America is not shown isolated here isolated to prevent misreadings from a lower number of data points available when compared to the other continents.

Average salary

BY PROGRAMMING FRAMEWORK

RoR didn't get to have the dominance it seemed it'd have a few years ago, but leads in salary

- As in programming languages, less adoption correlates positively with higher average salary. Ruby on Rails, Meteor and Ember champion the podium.
- Most used frameworks sit in the middle of the rank, as expected.
- At the lower end of the rank we have Bootstrap, Laravel and Cake PHP.

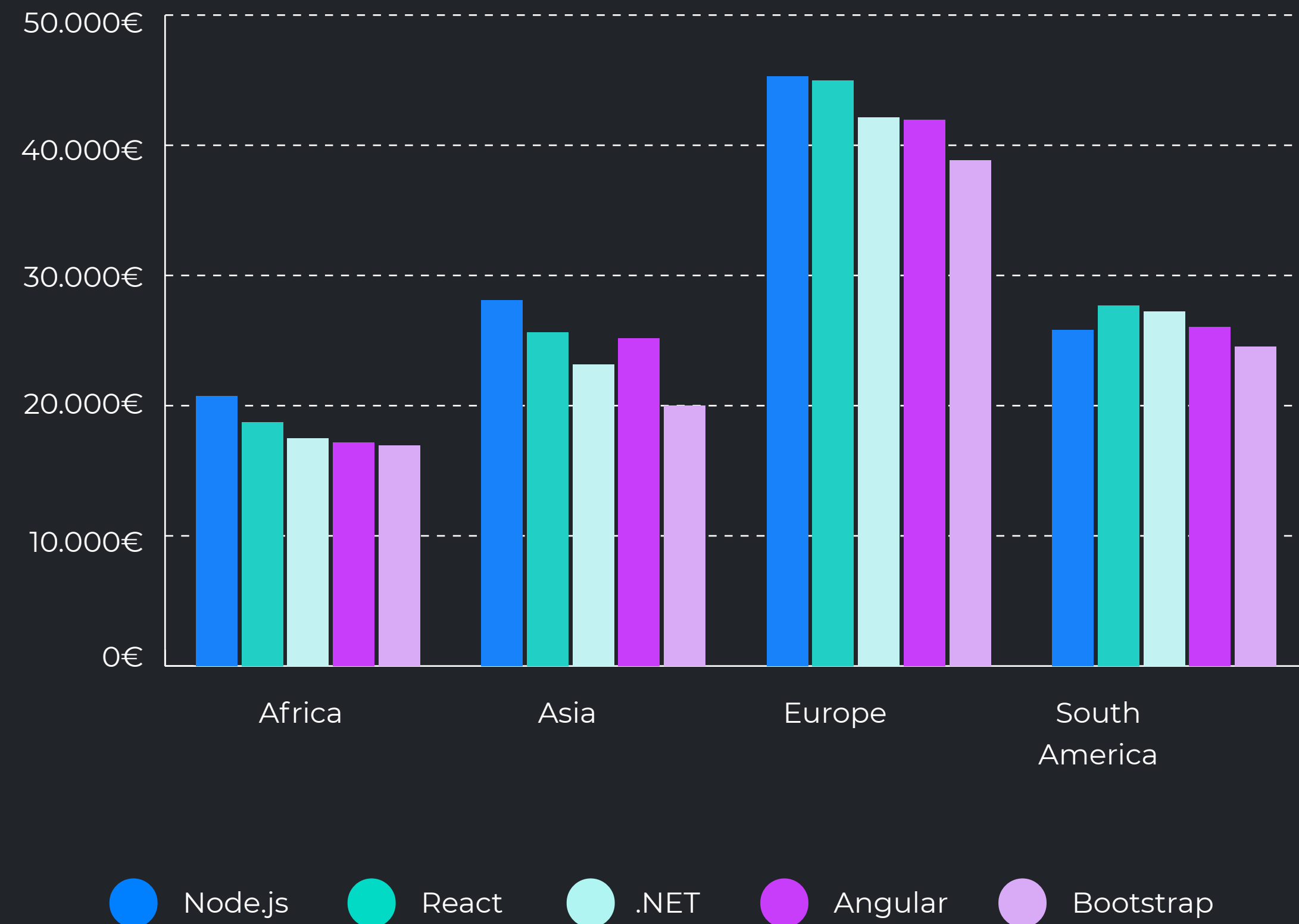


Note: These values are multipliers of average salaries for each framework with the lowest paid one having index 1. This approach is used instead of average salary values because of the regional discrepancies. Ahead in this document the salary values will be shown for each region.

Average salary

BY MOST USED PROGRAMMING FRAMEWORKS

- The most used frameworks have similar average salary levels in each region. Massification seems to be a strong force here, as in the programming languages.
- Node.js seems to be taking the lead, but not by much.
- Bootstrap is generally the least well paid programming framework.



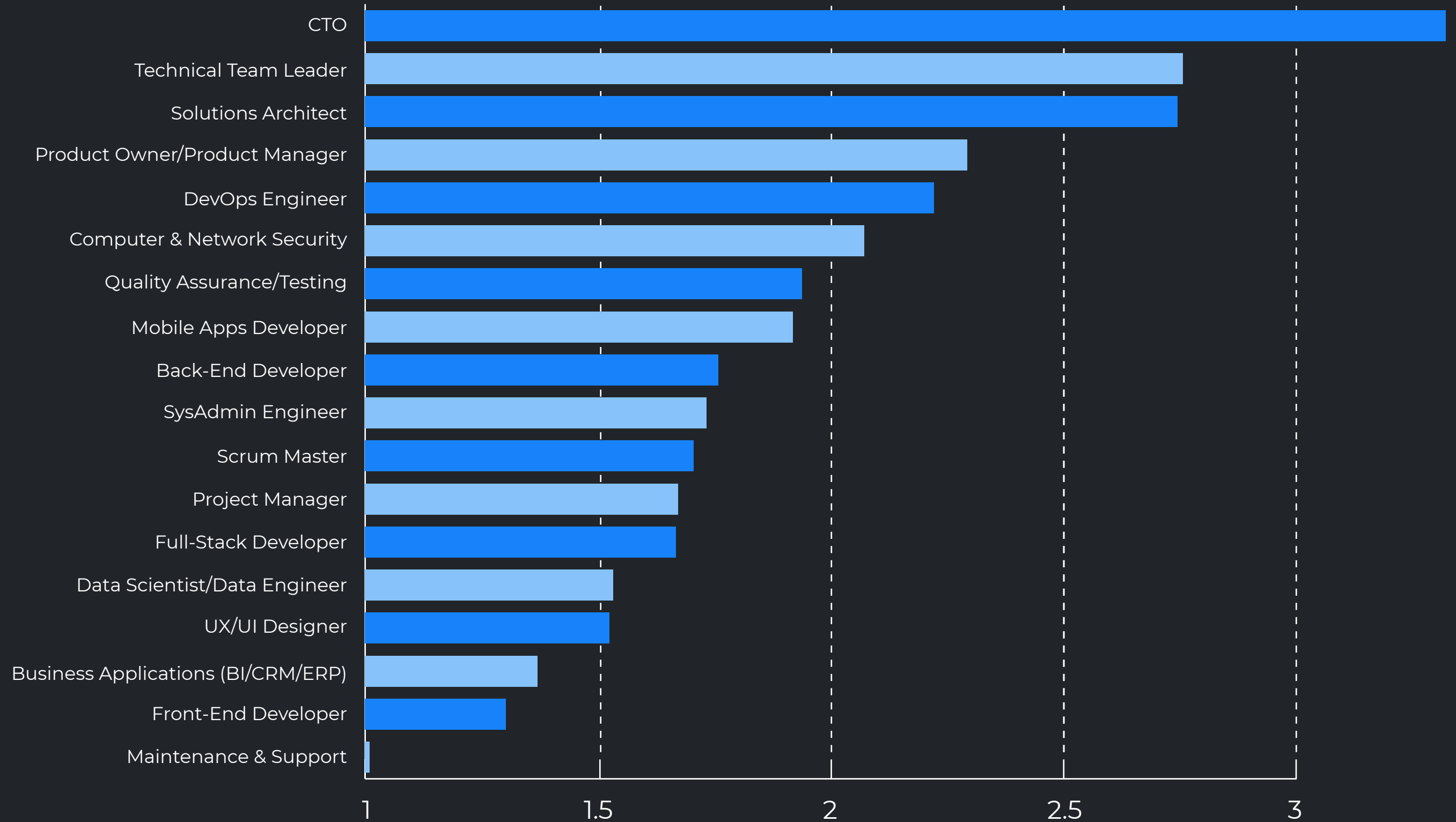
Note: Data for North America is not shown isolated here to prevent misreadings from a lower number of data points available when compared to the other continents.

Salary

BY JOB ROLE (MULTIPLIER FACTOR)

Management roles rule

- But if you're into continuing to be a development specialist, aim either for Solutions Architect, DevOps or Computer and Network Security.
- Mobile developers continue to fare really well in salary terms, even though its market as a whole isn't growing as it was years ago.
- In the 'regular development' roles, Back-end leads with Full-stack close by, with Front-end as the poor parent of this group by a considerable margin, which may seem strange taking into account all the care put into the interface experience.
- Scrum Masters and Project Managers seem to be lagging, with companies privileging roles like Technical Team Leaders, which usually combine a tech and management.
- On the lower end there's the customary Maintenance and Support roles.



Note: These values are multipliers of average salaries for each job role with the lowest paid one having index 1. This approach is used instead of average salary values because of the regional discrepancies. Ahead in this document the salary values will be shown for each region.

Salaries - Africa

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- Average salaries for Africa show a job market with a lot of discrepancies. Roles like DevOps, SysAdmin and Solutions Architect seem the best options. In some job categories Africa numbers show the opposite of the global rank of salaries, like Computer and Network Security on the lower end, and Front-end Developer on the upper end.

| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|------------------------------------|-------------------|--------------|-------------------|
| DevOps Engineer | 20.533€ | 44.000€ | * |
| SysAdmin Engineer | 3.750€ | 35.707€ | * |
| Solutions Architect | 9.680€ | 31.740€ | 42.575€ |
| Front-End Developer | 7.296€ | 13.565€ | 35.200€ |
| Business Applications (BI/CRM/ERP) | 20.818€ | 27.767€ | * |
| Data Scientist/Data Engineer | 5.595€ | 15.529€ | 341.51€ |
| Full-Stack Developer | 9.698€ | 20.578€ | 31.581€ |
| UX/UI Designer | 12.127€ | * | 30.846€ |
| Mobile Apps Developer | 15.337€ | * | 27.555€ |
| Quality Assurance/Testing | 1.833€ | * | 26.783€ |
| Maintenance & Support | 2.632€ | 12.458€ | 26.783€ |
| Back-End Developer | 12.620€ | * | 23.062€ |
| Back-End Developer | 12.040€ | 14.800€ | * |

MANAGEMENT ROLES

- Following the general trend, Project Managers' salaries are below a lot of Development roles, showing low market appetite. Tech Team Leaders, well... lead. It seems the conjugation of tech expertise with team management is a successful combination also on this market.

| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|-------------------------------|-------------------|--------------|-------------------|
| Technical Team Leader | 8.133€ | 14.551€ | 68.353€ |
| Scrum Master | 8.467€ | * | 38.000€ |
| Product Owner/Product Manager | 12.018€ | * | 37.189€ |
| Project Manager | 7.993€ | 13.286€ | 27.292€ |

Note: * some combinations are not show due to lack of statistical relevance

Salaries - Asia

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- Experienced UX/UI professionals seem to be highly rewarded in Asia. Security and Mobile rank high, but SysAdmin and DevOps are much less valued here than in the global average. Maintenance & support keep the tradition of coming last.

| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|------------------------------------|-------------------|--------------|-------------------|
| UX/UI Designer | 4.179€ | 11.250 € | 53.653 € |
| Computer & Network Security | 6.803 € | 32.053 € | 48.447 € |
| Mobile Apps Developer | 9.244 € | 18.885 € | 43.767 € |
| Solutions Architect | * | * | 40.908 € |
| Solutions Architect | 15.454 € | 31.410 € | 39.852 € |
| Front-End Developer | 11.175 € | 26.620 € | 37.921 € |
| Business Applications (BI/CRM/ERP) | 6.568 € | 18.200 € | 37.759 € |
| Quality Assurance/Testing | 4.840 € | 23.215 € | 37.661 € |
| Full-Stack Developer | 9.034 € | 22.477 € | 36.518 € |
| Back-End Developer | 10.557 € | 23.938 € | 32.157 € |
| SysAdmin Engineer | 3.995 € | 12.250 € | 24.567 € |
| DevOps Engineer | 8.773 € | 13.000 € | 22.843 € |
| Maintenance & Support | 5.652 € | 7.200 € | 11.749 € |

MANAGEMENT ROLES

- Unsurprisingly CTOs are the most well paid job roles, but Tech Team Leaders fare high in Asia. The position of Project Managers is higher in Asia than in the other regions.

| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|-----------------------|-------------------|--------------|-------------------|
| CTO | 15.000€ | 18.000€ | 39.000€ |
| Technical Team Leader | 6.600€ | 12.240€ | 37.921€ |
| Project Manager | 4.774€ | 21.599€ | 32.549€ |
| Scrum Master | 7.960€ | 32.406€ | 25.917€ |

Note: * some combinations are not show due to lack of statistical relevance

Salaries - South America

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- DevOps rule in the South American tech market, followed by Solutions Architects and QA. One curiosity in this market is how low Business Applications roles are, in this case even below Maintenance & Support.

| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|------------------------------------|-------------------|--------------|-------------------|
| DevOps Engineer | 15.312€ | * | 50.065€ |
| Solutions Architect | 26.180€ | * | 43.677€ |
| Quality Assurance/ Testing | 7.864€ | 36.500€ | 42.432€ |
| Computer & Network Security | * | 17.880€ | 40.498€ |
| Mobile Apps Developer | 19.636€ | 31.843€ | 39.828€ |
| Data Scientist/ Data Engineer | 12.169€ | 26.041€ | 35.151€ |
| Front-End Developer | 16.950€ | 17.943€ | 34.929 |
| Back-End Developer | 15.313 € | 29.057 € | 34.626 € |
| Full-Stack Developer | 16.181 € | 24.828 € | 32.263 € |
| SysAdmin Engineer | 12.986 € | * | 30.926 € |
| UX/UI Designer | 17.106 € | 18.585 € | 27.885 € |
| Maintenance & Support | 10.560 € | 11.432 € | 20.896 € |
| Business Applications (BI/CRM/ERP) | 10.273 € | 17.734 € | 20.317 € |

MANAGEMENT ROLES

- Nothing very surprising here, as CTOs lead, Tech Team Leaders second, and Project Managers plus Scrum Masters are a fair distance below.

| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|-----------------------|-------------------|--------------|-------------------|
| CTO | * | 45.028€ | 70.145€ |
| Technical Team Leader | 24.783€ | 24.455€ | 45.768€ |
| Project Manager | 9.506€ | 19.567€ | 33.317€ |
| Scrum Master | * | * | 29.868€ |

Note: * some combinations are not show due to lack of statistical relevance

Salaries - Europe

BY JOB ROLE AND WORKING EXPERIENCE

DEVELOPMENT ROLES

- European Solution Architects are something else, for sure. DevOps are on the rise and, curiously, Business Applications ranks pretty high in this geography, followed by Mobile devs. Maintenance & Support role is the least paid one.

| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|------------------------------------|-------------------|--------------|-------------------|
| Solutions Architect | 27.640€ | 57.143€ | 75.450€ |
| DevOps Engineer | 24.021€ | 47.644€ | 64.504€ |
| Business Applications (BI/CRM/ERP) | 25.791€ | 28.788€ | 61.062€ |
| Mobile Apps Developer | 21.089€ | 29.282€ | 58.926€ |
| UX/UI Designer | 24.926€ | 29.282€ | 58.926€ |
| Back-End Developer | 25.877€ | 39.660€ | 50.114€ |
| Full-Stack Developer | 27.483€ | 37.670€ | 49.796€ |
| Data Scientist/Data Engineer | 27.916€ | 44.390€ | 49.692€ |
| Computer & Network Security | 33.400€ | 35.689€ | 49.637€ |
| Front-End Developer | 24.085€ | 38.712€ | 48.983€ |
| SysAdmin Engineer | 31.863€ | 40.914€ | 46.696€ |
| Quality Assurance/Testing | 23.972€ | 35.292€ | 42.185€ |
| Maintenance & Support | 18.713€ | 20.973€ | 33.904€ |

MANAGEMENT ROLES

- The difference in European CTOs' salaries from mid-level to senior is.. well.. huge. It pays to climb the ladder all the way. Tech Team Leaders are also highly valued.

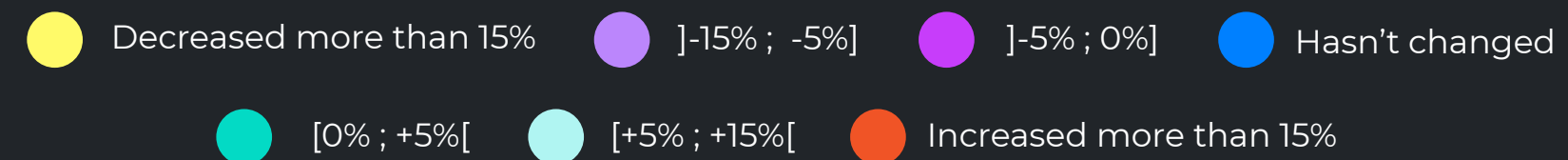
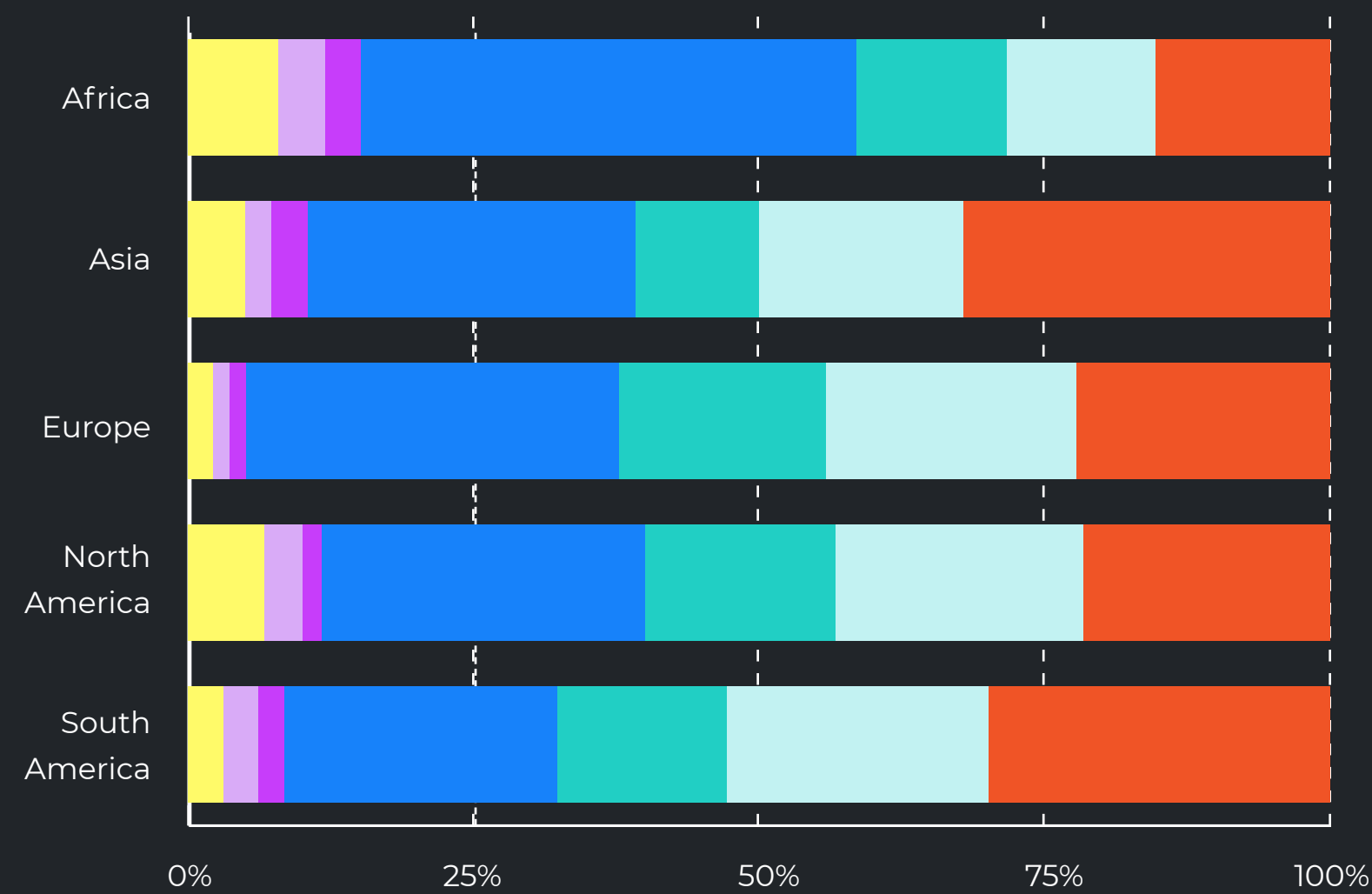
| Job Role | Less than 3 years | 3 to 6 years | More than 6 years |
|-------------------------------|-------------------|--------------|-------------------|
| CTO | * | 36.700€ | 97.888€ |
| Technical Team Leader | 17.000€ | 41.238€ | 63.022€ |
| Product Owner/Product Manager | 25.893€ | 35.806€ | 57.824€ |
| Project Manager | 23.510€ | 26.071€ | 52.865€ |
| Scrum Master | 10.860€ | 42.800€ | 50.587€ |

Note: * some combinations are not show due to lack of statistical relevance

Salary variation (LAST 12 MONTHS)

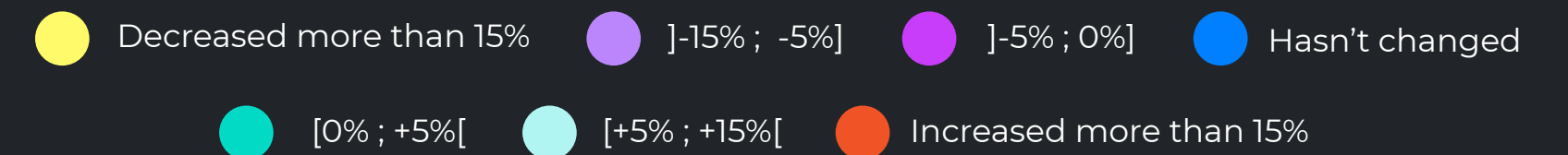
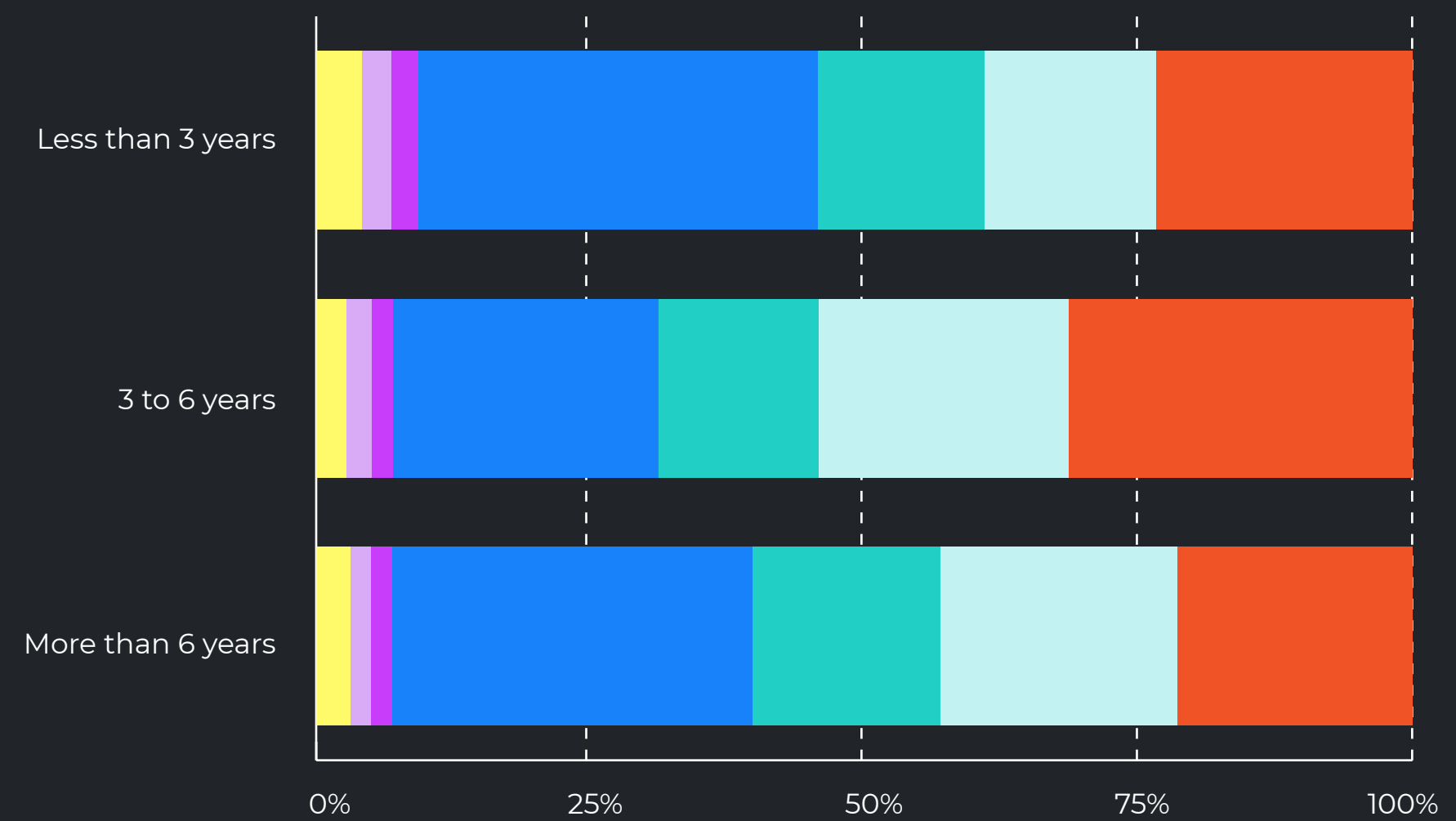
DEVELOPMENT ROLES

- African tech professionals' salary variation had the worst performance, indicating a less 'hot' tech market. South Americans had the best variation, with 67% having a raise.



BY WORK EXPERIENCE

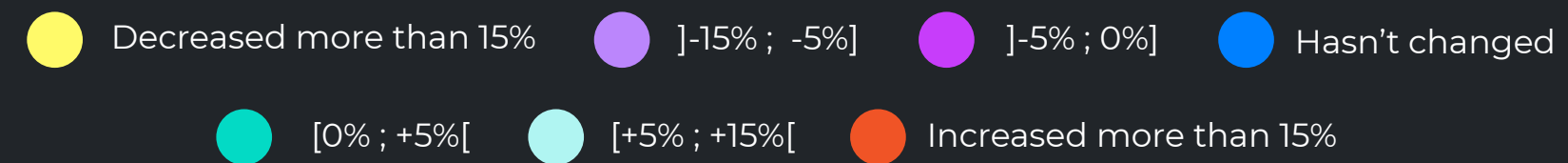
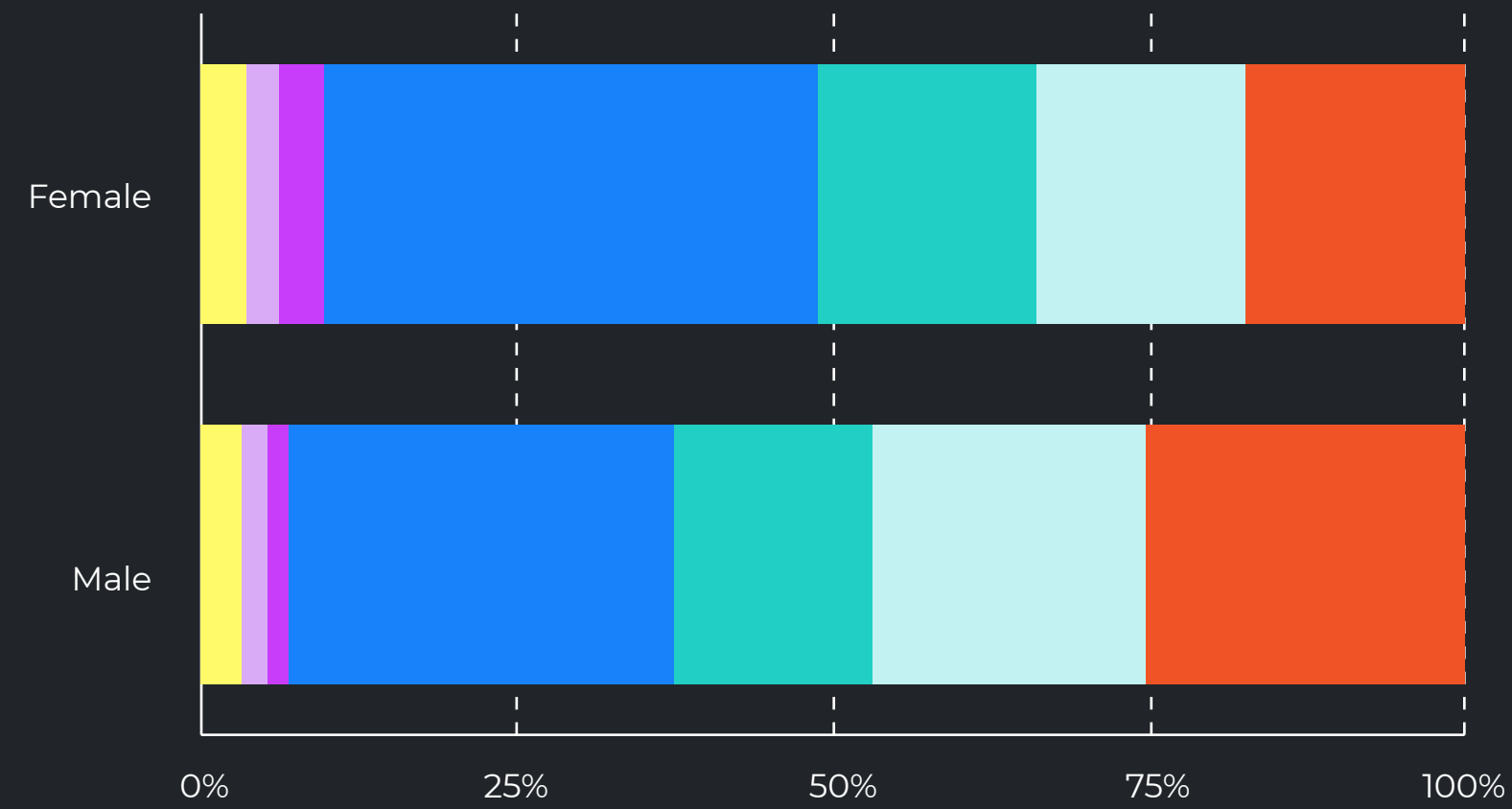
- Mid seniors (3 to 6 years) show the best salary variation figures, followed by senior (more than 6 years). Younger tech talent salaries had the worst performance. Is this a 'seniors' job market?



Salary variation (LAST 12 MONTHS)

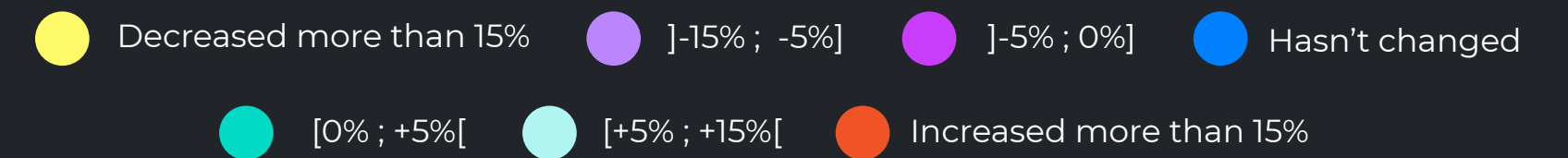
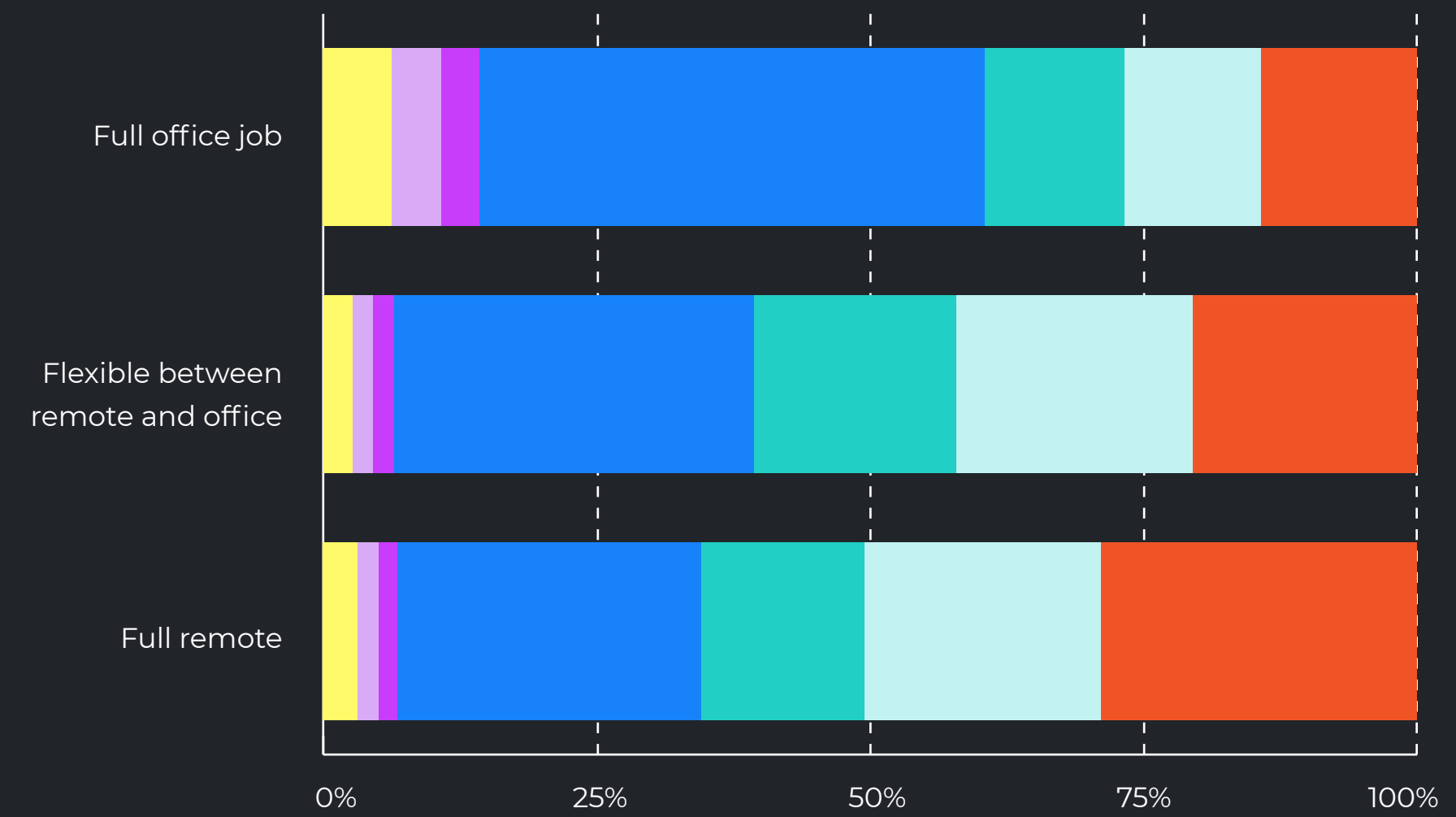
BY GENDER

- Male salaries varied positively more than Females (by around 11%), and females saw their wages lowered more than Males. Definitely not a good sign for diversity efforts.



BY REMOTE WORK SITUATION

- It seems companies that practice full office jobs are really not as competitive as the ones who have some kind of remote work policy. Or is it that tech professionals who prefer office jobs are less demanding? It's not a simple question, that's for sure.

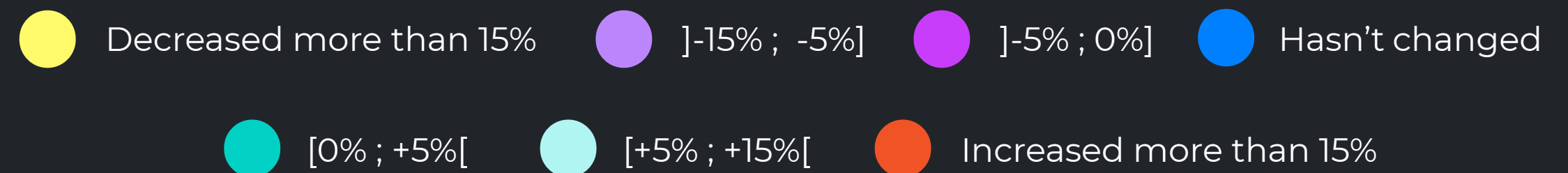
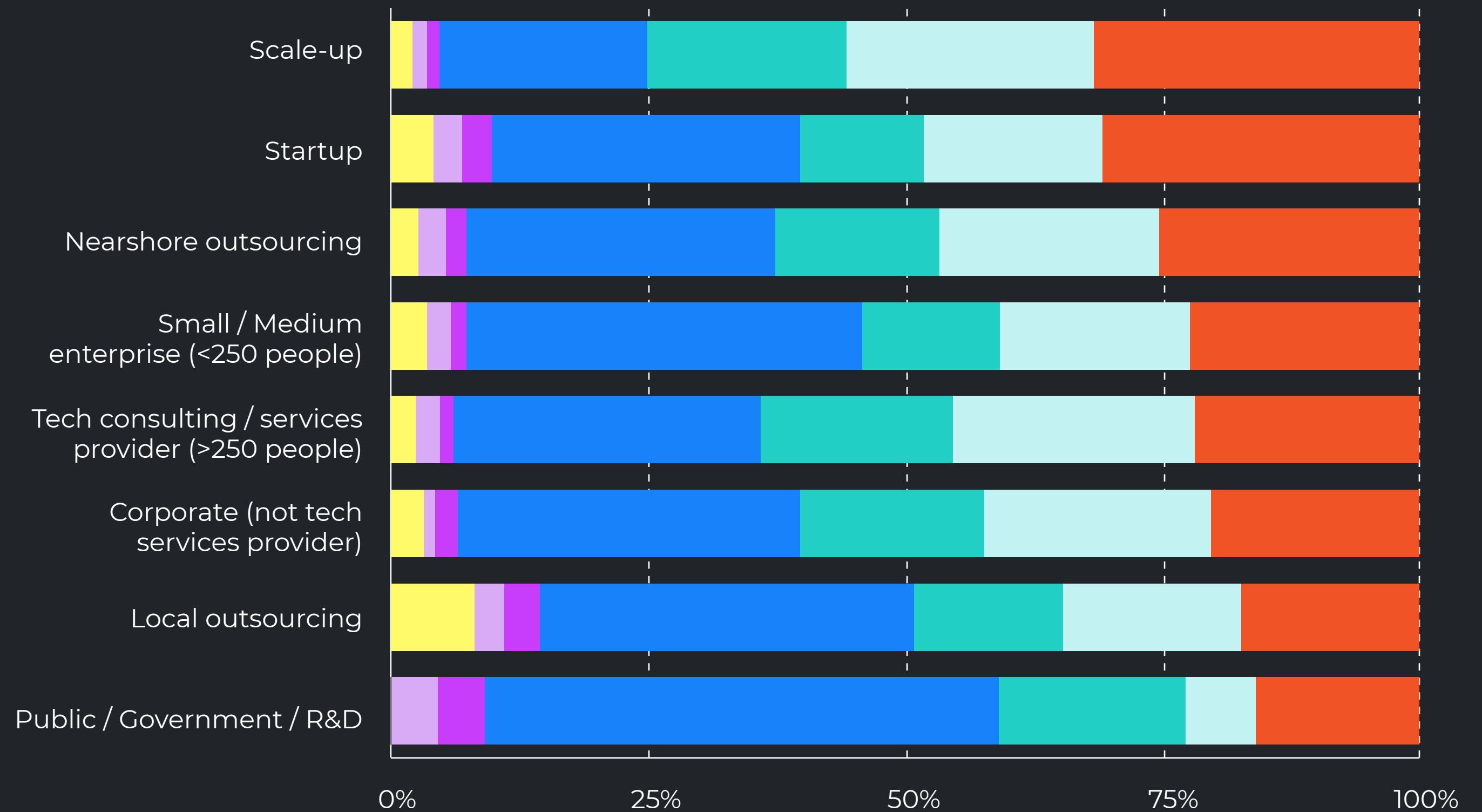


Salary variation

BY COMPANY TYPE (LAST 12 MONTHS)

Once again, Scale-ups are salary kings

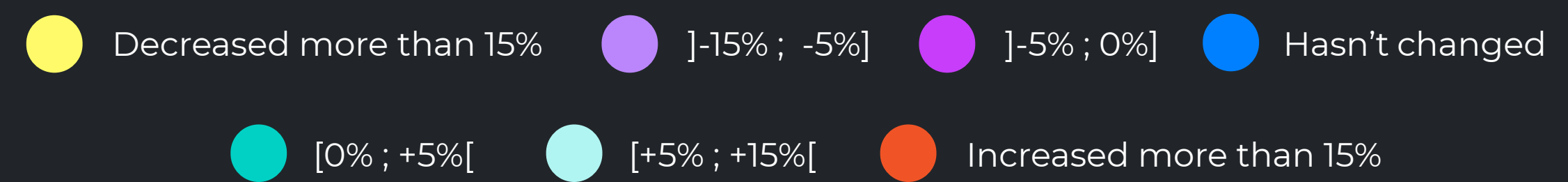
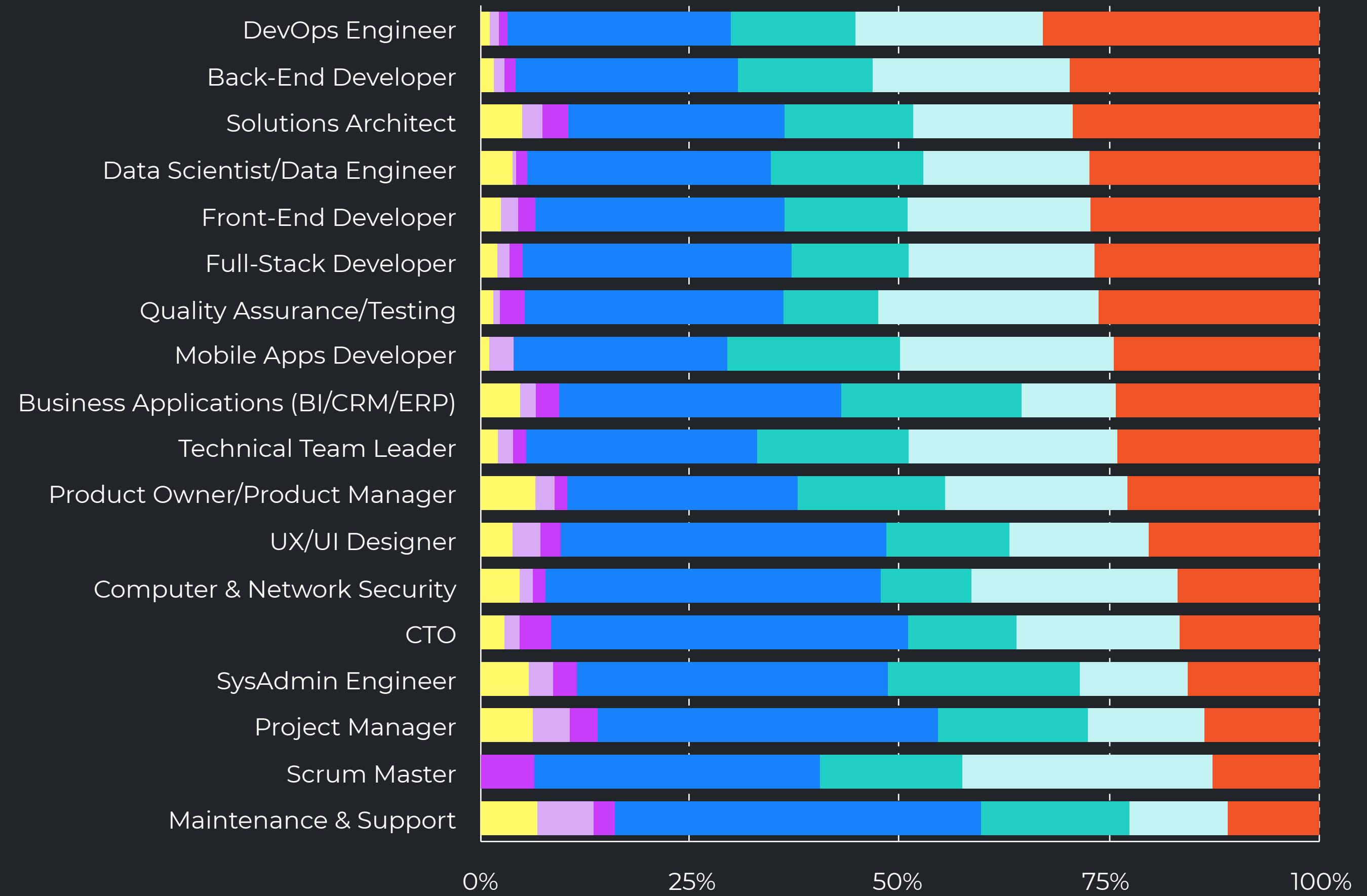
- With 75% of respondents from Scale-ups reporting positive salary variations, these companies are really on a league of their own.
- Tech Consulting Services and Nearshore Outsourcing companies are making an effort to please tech talent.
- On the lower side of the scale, Public / Government and Local Outsourcing have the worst salary variations, as well as some of the highest negative salary variations. Public / Government may have the upside of job security, but Local Outsourcing seems effectively to be the last resort for tech professionals to have a good career salary-wise.



Salary variation

BY JOB ROLE (LAST 12 MONTHS)

- DevOps, Mobile and Back-end developers have seen the highest positive salary variation rates among job roles.
- Technical Team Leaders are also being progressively valued by companies.
- Following the values for average salaries, Project Managers and Maintenance and Support professionals have both the lowest levels of salary raises and the highest levels of salary reductions. Tech professionals in these roles: maybe you should consider a change, as the outlook does not look brilliant.



Conclusions

Technical Sheet

- A total of 6,568 tech professionals responded to the survey. Of those, only 5,185 were considered for producing the results in this report. Respondents who identified as Students and Not working right now were excluded.
- The respondents are both Landing.Jobs users and other tech professionals.
- This survey was open to the public from January 2022 to March 2022.

Methodological notes

- The annual salary values of Contractors / Freelancers were calculated multiplying the hour value rate reported by the respondents times 11 months times 160h monthly work hours [rate x 11 months x 160 h/month].
- Some charts or tables don't present values for combinations of dimensions resulting in a low number of cases, to prevent undersampling bias.
- For inquiries or comments about this survey, or to obtain the anonymized raw data, reach out to us at letstalk@landing.jobs.

