tap.talent

SALARY REPORT

IT SECTOR WROCLAW 2018

INTRODUCTION

Every year, salaries in the IT industry are becoming more and more attractive. Comparing the amount of this year's earnings to the previous year, the average increase was almost 9%. This is associated with a greater demand for professionals. Earnings are related to certificates and experience possessed by the employee, which is now key factor for employers. The largest increase in wages is for people with more than five years of experience.

The incoming years will bring changes in the structure of the IT industry. The demand for outsourcing services remaining at a relatively high level will cause a significant increase in their market share. At the same time, the growing popularity of new models of using IT solutions will be reflected in the declining share of design services. According to analysts, the following segments will be particularly important in the coming years. Those are: cloud services, consulting services, business technologies, blockchains and cryptocurrencies.

There are 50,000 IT specialists missing in Poland. Due to the fact that the demand for qualified IT specialists is constantly growing, recruiters will have problems to find and encourage them to work. More and more companies will be offering remote work and even more attractive working conditions. Employers will have to adapt to the expectations of the candidates and that's why they will be focused on an honest and transparent recruitment.

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IT INFRASTRUCTURE AND SERVICES

ROLE	MINIMUM	MAXIMUM	BONUSES	BENEFITS
Service Process Manager / Service Delivery Manager	12 000	18 000	_	standard
Incident Manager	9 000	13 000	_	standard
Problem Manager	10 500	14 000	_	standard
Change Manager-ITIL	10 000	13 000	_	standard
Solution Architect	9 000	15 000	_	standard
Program Manager	10 000	18 000	_	standard
Project Manager	8 500	16 500	_	standard
Oracle Database Administrator	7 000	12 000	_	standard
MS SQL Database Administrator	7 000	11 500	_	standard
Windows Administrator	7 000	12 000	_	standard
Unix/Linux Administrator	7 000	13 500	_	standard
Network Engineer	7 000	12 000	_	standard
Network Operator	5 500	7 500	_	standard
Security Manager	12 000	18 000	_	standard
Database Analyst SQL	5 500	10 000	_	standard
Database Analyst Oracle	5 500	11 000	_	standard
Windows Analyst	6 000	11 000	_	standard
Unix/Linux Analyst	6 000	12 000	_	standard

REMUNERATION IS GIVEN IN PLN CURRENCY

WHAT ARE THE EARNINGS IN THE IT SECTOR?

SOFTWARE DEVELOPMENT

ROLE	MINIMUM	MAXIMUM	BONUSES	BENEFITS
Software Development Manager	16 000	25 000	annual bonus	standard + life insurance
Software Architect	12 000	18 000	_	standard
Project Manager	14 000	17 000	_	standard
Team Leader	11 000	15 000	_	standard
Software Developer C/ C++ (1-3 yrs experience)	5 500	7 000	_	standard
Software DeveloperC/ C++ (3-5 yrs experience)	7 000	11 000	_	standard +remote work
Software DeveloperC/ C++ (5+ yrs experience)	10 000	13 500	_	standard + remote work
Software DeveloperJava (1-3 yrs experience)	5 500	9 000	_	standard
Software DeveloperJava (3-5 yrs experience)	8 500	12 000	_	standard + remote work
Software DeveloperJava (5 +yrs experience)	11 000	15 000	_	standard + remote work
Software Developer.Net / C # (1-3 yrs experience)	4 500	7 500	_	standard
Software Developer.Net / C # (3-5 yrs experience)	7 000	11 000	_	standard + remote work
Software Developer.Net / C # (5 +yrs experience)	11 000	14 000	_	standard + remote work
Android/iOS Developer	8 000	13 000	_	standard
Front-end Developer	7 000	12 000	_	standard
Scrum Master	9 000	14 500	_	standard
Test Team Leader	9 000	12 000	_	standard
Tester (1-2 yrs experience)	4 500	6 500	_	standard
Tester (2-4 yrs experience)	7 000	9 500	_	standard
QA Engineer (4 +yrs experience)	9 500	11 500	_	standard
Automation Test Specialist	7 000	10 500	_	standard

REMUNERATION IS GIVEN IN PLN CURRENCY

WHAT ARE THE EARNINGS IN THE IT SECTOR?

TECHNICAL SUPPORT

ROLE	MINIMUM	MAXIMUM	BONUSES	BENEFITS
Service Desk Manager	12 000	15 000	–	standard
Technical Support Team Leader	8 500	11 000	–	standard
Technical Support Level 0	3 500	4 500	–	standard
Technical Support Level 1	4 000	5 000	–	standard
Technical Support Level 2	4 500	5 800	–	standard
Technical Support Level 3	6 000	8 000	–	standard

REMUNERATION IS GIVEN IN PLN CURRENCY

THE MOST DESIRABLE EMPLOYEES ON THE IT MARKET

System Security Engineer

Project Manager

Automation Test Specialist

Software Developer .Net

Software Developer Java

Android/iOS Developer

BENEFITS REPORT

In recent years, benefits offered by employers are gaining more and more value on the candidates' market. The labor market is transforming in favor of employees, for which companies have to be more and more sought after. Among the youngest groups of potential employees who enter the job market, the company's atmosphere is one of the most important factors affecting job satisfaction.

Sport benefits, private medical care and bonuses are currently the most popular ones. In order to encourage the best candidates available on the labor market, you should know not only their financial expectations, but also other factors that will influence their decision in choosing an employer.

Our survey among employees of the IT sector shows what is best to offer to candidates and what actions addressed to employees should be implemented into the company. Based on interviews with employees, each of the benefits have been accurately described and justified by us to help you better understand what really makes employees more satisfied.

We hope that the following report will help you understand contemporary candidates better and match the offer to their perception, which should result with a more effective recruitment process for new employees.

WHAT MAKES EMPLOYEES HAPPY?

Health & Sport Benefits

Team building activities, blended with CSR and fun events are still expected and considered great booster to grow the team work spirit, enhance employee morale and personal development.

CSR & Fun Activities

Health benefits are a must-have on the average job seeker's checklist. Studies confirm boosted morale and improved performance of employees at companies which offer gym memberships.

Research Time & Opportunity for Innovation

We all like nice surroundings which tend to create a good working atmosphere and a place where people like to go to. A comfortable and friendly office with chill-out and fun zones plus kitchen facilities are expected by top talent.

Performance Bonuses

An outstanding job needs to be rewarded extra – not always with money, research shows that people tend to value "psychical rewards" like plane tickets or invitation to conference more than the same money equivalent.
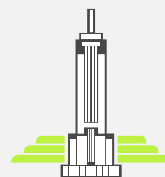
Friendly and Modern Infrastructure

Opportunity to invest some percentage of their time on researching topics selected by the employee but still related to job. Providing more space for being creative and giving "project responsibility" expresses how the company values their top talent. People need to be given a chance to bring about something new and exciting. Giving your employees freedom over how they work can actually make them more productive.

WHAT MAKES EMPLOYEES HAPPY?

INTERNATIONAL OPPORTUNITIES

Great supplement to any employee's growth and career plans could be temporary international relocation opportunities which are welcomed by top talent. Doing so breaks the "on the job routine" and helps bring additional motivational factors for most employees.

PERSONAL DEVELOPMENT & GROWTH OPPORTUNITIES

In many cases the reason that employees leave a company is due to lack of career growth. If they aren't moving up, they're moving out. Creating dedicated budget and access to training and development opportunities will not only be a strong attraction tool but also strongest retention tool. Think about creating and providing a training catalouge for your employees.

CAREER PLANNING PROGRAMS

These days it's not enough to offer room for growth. Companies have to offer sophisticated Career Programs and support to their employees to get there. Goal setting, performance reviews and succession planning are to be involved by HR Leaders who need to get more strategic about the future of their employees

FLEXIBLE WORK SCHEDULE & HOME OFFICE

With all the technology and remote accesses being at our disposal, working scheme Mo – Fri from 9 to 5 seems little outdates there is no reason for many workers to be bound to the office. Overall demand for better work-life balance is strong, there for creating opportunities to work from home or outside the strict office regime seems highly valued by rising number of Millennials.

ONBOARDING GIFTS, SOFTWARE & HARDWARE

It's all about Candidate experience. When competing for top talent gets tough, it may be the little things that make a difference. Everyone wants to feel appreciated and occasional gifts will do the job. Opportunities to select IT hardware/software, cell phone brand etc. will make your employees feel that we care for their preferences and want to support them in any possible way

ABOUT

tap.talent

Tap.Talent is a team with a mix of internationally experienced managerial staff and inspiring youthful talent, all of which combines to create a fresh approach to recruitment. We are backed by know-how and years of experience from working in international recruitment.

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