



SALARY REPORT

CONTRACTORS IT

tap.talent
RECRUITMENT & EMPLOYER BRANDING

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Introduction

Dear readers,

Despite the difficult period associated with the COVID-19 pandemic, through which some companies suspended plans related to the development or start of projects or made layoffs, the market is still characterized by considerable dynamics. Remote work for instance slowly becomes the new normal since it no longer matters where programmers perform their tasks. To the surprise of some companies, enabling their teams to work from home proved to be even more effective. For us, companies that are part of the technological ecosystem, this was not entirely unexpected.

Over the past several years, there has been a lot of excitement around emerging technologies. Heading into the 2nd part of 2020, the hype remains high. Many firms in the IT industry are expecting significant gains in emerging tech adoption or growth within their user base. Two sectors that outpace any other sector on the Polish market in terms of employment and contractual

growth are Internet of Things and Artificial Intelligence.

The high demand for professionals (both internal, external) remains an ongoing trend. This time we see that IT professionals become more business-savvy and move away from typical employment contracts to B2B regardless of their career stage.

Flexibility around the type of employment contract has been wildly recognizable among companies providing IT services and companies that have larger IT teams embedded within their organizational structure. It's worth noting that this flexibility is no longer considered as an extraordinary perk but more as a benefit that should be standard.

IT contractors have always been the most demanded workers within the contracting sector. After all, every company needs IT solutions these days and not all of them can afford their own IT department. It is for this reason that IT contractors are able to ride out the ups and downs of the employment market and the economy.

At Tap.Talent we recognize this trend and by listening to our clients we decided to compose our first salary report dedicated to contractors. Together with Software house EC2 S.A. company we have examined all our B2B recruitment requisitions and carried outsourcing projects and created our first B2B salary report.

Table with salary per main agglomeration

Salaries shown in the table below are classified by main agglomerations in Poland. These represent the minimum and maximum salary brackets for each level of seniority in the IT sector. You can see that the highest gross salaries are offered by companies in Warsaw for each level of seniority.

LOCALIZATION	PLN MONTHLY	PLN MONTHLY	PLN MONTHLY
Warsaw	4 500 - 8 000	9 000 - 14 000	15 000 - 20 000
Cracow	4 000 - 7 000	8 000 - 14 500	14 000 - 19 000
Wroclaw	4 500 - 8 000	8 000 - 14 000	14 000 - 19 000
Tricity	4 000 - 6 000	9 000 - 14 000	14 000 - 19 000
Silesia	4 500 - 8 000	8 000 - 14 000	14 000 - 18 500
Poznan	4 000 - 7 000	8 000 - 14 000	14 000 - 19 000
Remote	4 500 - 7 000	8 000 - 14 000	14 500 - 19 500



Tables with salaries based on the level of seniority

Junior level 0-2 years of experience

Juniors who specialize in Angular, C ++ and Node can count on the highest gross earnings. In the case of a B2B contract, the highest rates are offered to developers with knowledge of Node and Kotlin. The highest salary for beginning programmers is offered in Krakow and Warsaw. These cities also have the largest number of job offers.

JUNIOR	PLN MONTHLY	PLN PER DAY
Javascript	5 500	275
Java	5 500	275
Angular	5 500	275
PHP	4 500	225
.NET	4 500	225
Python	5 500	275
React	5 500	275
Ruby	4 430	221,5
iOS	5 500	275
C++	5 500	275
Android	5 250	262,5
Scala	5 300	265
Node	6 000	300
Swift	5 000	250
Kotlin	5 750	287,5

* Average 20 working days per month

What interests juniors the most?

- Juniors send the most applications per advertisement from all programmer groups.
- JavaScript, Java, React, .NET, Kotlin, Angular, Python.
- A diverse and inclusive workplace offers interesting work now and in the future.

Specialist 3-5 years of experience

Those with the highest salary can count in Krakow (B2B median is PLN 12,000). Lower earnings are offered in Wrocław, the Tri-City and Silesia. An alternative to this group of programmers is remote work, where based on a B2B contract the median earnings offered is almost PLN 12,000. Higher pay can be paid to those who know programming languages such as Python or Scala.

SPECIALIST	PLN MONTHLY	PLN PER DAY
Javascript	11 000	550
Java	12 000	600
Angular	11 000	550
Spring	12 500	625
PHP	10 000	500
.NET	10 500	525
Python	11 500	575
React	11 000	550
Ruby	10 500	525
iOS	11 000	550
C++	11 000	550
Android	11 450	572,5
Scala	12 500	625
Node	12 000	600
Swift	11 000	550

* Average 20 working days per month

What interests specialists the most?

- Java, React, JavaScript, Android, iOS, C++, Kotlin, Python.
- Fresh challenges at the company they work rather than being tempted by external opportunities.
- Investments from the company to help them increase their knowledge.

Senior level 5+ years of experience

Employers in Warsaw still offer the highest salary based on a B2B contract - 18,000 per month. The highest earnings are proposed in the cases of technologies that appear least often in job offers, e.g. Objective-C - the median is PLN 18,500 (the highest offers exceeded PLN 22,000) or Swift, where the median is PLN 17,000 and the maximum amounts are approx. PLN 20,000

SENIOR	PLN MONTHLY	PLN PER DAY
Javascript	17 000	850
Java	17 500	875
Angular	17 500	875
PHP	16 000	800
.NET	17 500	875
Python	17 000	850
React	17 000	850
Ruby	17 500	875
iOS	17 500	875
C++	17 000	850
Android	17 300	865
Scala	17 800	890
Node	17 000	850
Swift	17 250	862,5
Kotlin	17 000	850

* Average 20 working days per month

What interests seniors the most?

- C++, React, .NET, Java, Android, Kotlin, Swift.
- Good work-life balance / Able to work on own projects.
- Recognition, not being another brick in the wall.

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Why do candidates prefer B2B contracts?

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IT candidates become more business-savvy and realize they could earn 20-25% more compared to a regular employment contract. Especially during turbulent times they feel that a B2B contract gives them more freedom to find other opportunities quicker than if they would work for just one employer.

Aside from attaining more job security, working on a B2B contract also enables them to freely choose what other projects they could work on. They know that as a contractor the employment costs are lower than somebody who has a regular employment contract.

IT contractors enjoy benefits such as deducting business costs (fuel, computer equipment, training, etc.), flexible work times, access to a growing network of technology professionals that opt more for flex solutions. Things that the employer, or client in this case, will not have to take care of.

- Free choice of contractor and scope of cooperation.
- The possibility of simultaneous participation in several projects.
- Flexible working time.
- Higher earnings.
- The possibility of deducting the costs of doing business (fuel, computer equipment, leasing to the car, training).
- Low employment costs for the employer.
- Increasing demand for tech skills via B-2-B option leading to career options.
- A growing network of technology professionals opting for flex solutions.

Business cases showcasing using contractors' engagement

EC2 S.A. following own strategy whose one of the points is cooperation with entities that share similar business values, i.e. as "transparency", decided to cooperate with the Tap Talent IT recruitment agency.

Thanks to our joint efforts, clients gain a wide spectrum of services, saving a lot of time on building appropriate resources and competences, while the project risk was taken over by us at Tap Talent.

Below we present selected examples of business cases.

Business case 1

A client from the area of e-health services decided to build a system for managing internal documentation flow with a timeframe of just 3 months. We required a team of qualified programmers to develop this system quickly and efficiently. By defining the system requirements, we were able to define our set of demanded skills that were vital to successfully execute the project. Together with Tap Talent we build a team of very talented developers, and thanks to the jointly taken approach, we were able to shorten the hiring time and close the project within the time frame provided by the client.

The client received the desired software while we maintained the high standards and met all KPI assumptions.

Business case 2

One of our clients has requested several .NET programmers plus analysts to create software in the health services sector. The most important tasks to create were:

- analytical documentation understandable for a business client,
- change management in terms of functional requirements,
- build a system based on the vision of the client.

After defining the skill sets that our Client needed for this project and thoroughly analyzing the project based on analytical documentation, we managed to build a team of IT programmers that was perfect for this project. It took them not much time to identify what needed to be done which saved the client a significant amount of time. As a result, the client received a fast and professional project analysis and evaluation and a great team of specialists experienced in creating systems in the e-Health sector.

Contact us



IGOR LEWANDOWSKI
Business Development Director

EC2 S.A.
ul. Okopowa 47/54
01-059 Warszawa

biuro@ec2.pl
www.ec2.pl

+48 535 355 553

KATARZYNA CHARYDCZAK
Director of Operations & Service Delivery

katarzyna.charydczak@taptalent.eu
+48 697 771 117

GRACJAN GÓŹDŹ
Managing Director

gracjan.gozdz@taptalent.eu
+48 531 721 651
ul. Robotnicza 42a
53-608 Wrocław

office@taptalent.eu
marketing@taptalent.eu
www.taptalent.eu





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