



REPORT



Salaries in IT in Poland

EURO & USD

2023





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We are a recruitment agency & outsourcing company



3-5 days

Within 3-5 days from the start of the cooperation we present an average of at least **2 candidates**.



95%

That many candidates work with our clients for at least **12 months**.



We are in the Forbes Poland ranking (2023 edition) presenting **the most dynamically developing Polish companies**.



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Let's talk about IT recruitment



Introduction

If you have ever wondered what salaries in Poland look like after converting them into a foreign currency, we hope that this pdf will provide you with useful information.

Based on data from our report on the IT job market from 2023, we have prepared a special PDF file containing the salaries of IT specialists or specific technologies converted from the Polish currency to the euro and the US dollars. Looking at the amounts may make it easier to make decisions related to recruitment activities in Poland.

If it is more convenient for you to look at amounts in PLN, download our other report (English version) by clicking the button below.



Download full report

Do you want to learn more about recruitment processes in Poland and the English skills of Polish IT specialists?



 **Dominik Jurek**
CEO Next Technology Professionals



 **Piotr Jurek**
COO Next Technology Professionals



Methodology

The information presented here is based on **156 000 job offers**, which in 2022 could be found on itradar.io - an aggregator of job ads from 4 of the most popular portals: Pracuj.pl, No Fluff Jobs, Bulldogjob and Just Join IT. Thanks to the data unified by the website, we were able to make our comparisons and look at the offered salaries, as well as the required skills, depending on the job title. Additionally, in the period between 15th September 2022 and 20th November 2022, we conducted an anonymous survey in which we collected **1018 responses** from active IT employees at all seniority levels from all over Poland.

In the report, we present the offered salaries, which were included in the job offers. For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Both in the offers and surveys, the amounts for the B2B contract were given on the invoice in net PLN without VAT, while for the B2B employment contract - in gross amounts. **We then converted such amounts into Euro or US dollars.**

When converting amounts from Polish zlotys to euros or dollars, we took into account the exchange rate on 01.09.2023 (**1 EUR = 4.46 PLN and 1 USD = 4.11 PLN**).

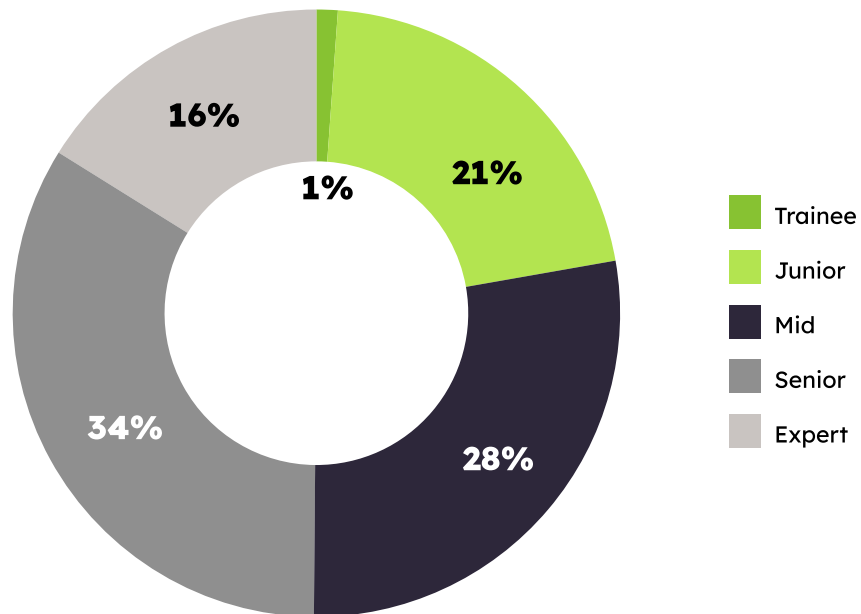


Seniority level

In the IT industry, the use of the words „Junior/Mid/Senior” to describe the level of seniority is the subject of many heated discussions, as it can be very subjective. However, in order to systematize the data, we decided to use the division presented below, both in the survey and in the report itself.

Seniority level of the respondents

Source: Own elaboration based on data from an online survey conducted between September and November 2022



- ✓ **Trainee - currently on internship**
- ✓ **Junior - up to 2 years of professional experience**
- ✓ **Mid - 2 - 4 years of professional experience**
- ✓ **Senior - 4 - 10 years of professional experience**
- ✓ **Expert - over 10 years of professional experience**

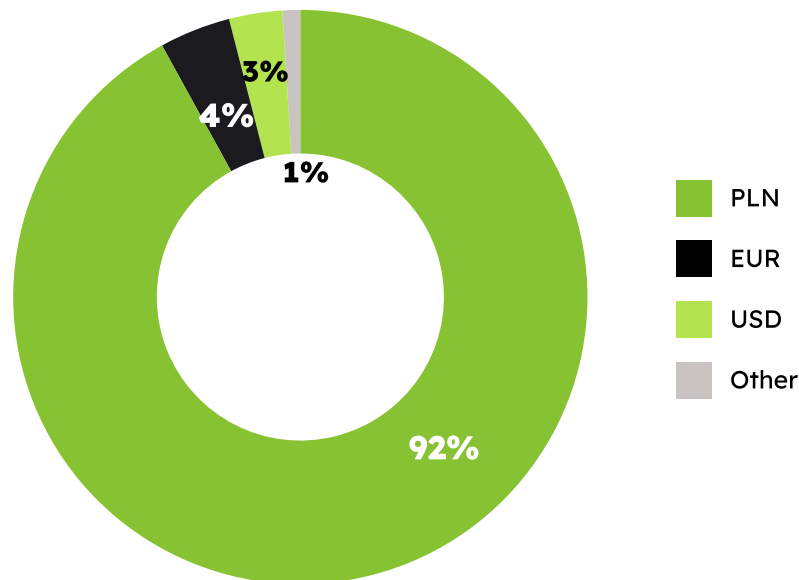


Currency of salary

Companies competing for talent have recently started to offer salaries in currencies other than PLN. 92% of respondents still receive salaries in PLN, but for only 34% of them it is the preferred currency. Polish specialists favorably perceive salaries in USD (32%) and EUR (31%).

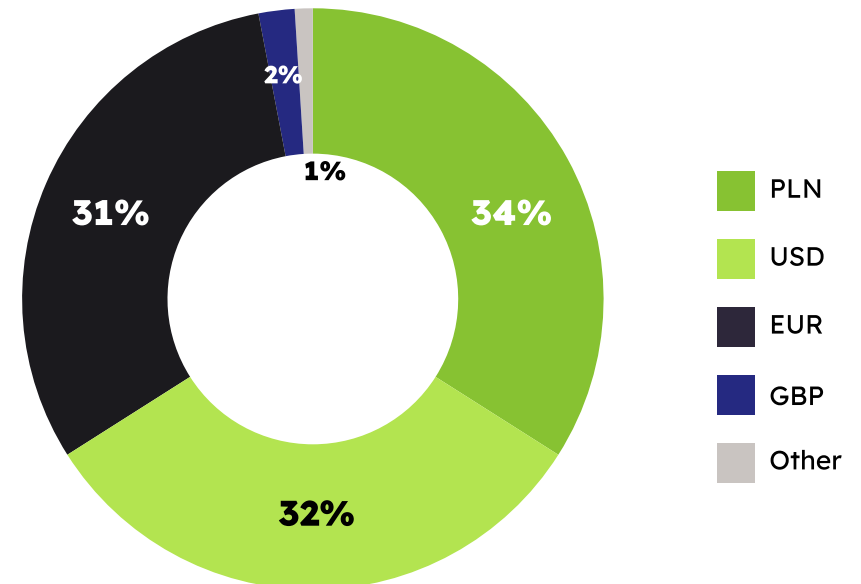
Present currency of the salary received

Source: Own elaboration based on data from an online survey conducted between September and November 2022



Preferred currency of the salary received

Source: Own elaboration based on data from an online survey conducted between September and November 2022



Salaries in IT in Poland

Converted to



Euro

1 EUR = 4.46 PLN (Exchange rate: 01.09.2023)

Salaries in Poland (EUR) ————— 9-25

Salaries in Poland (USD) ————— 28-45

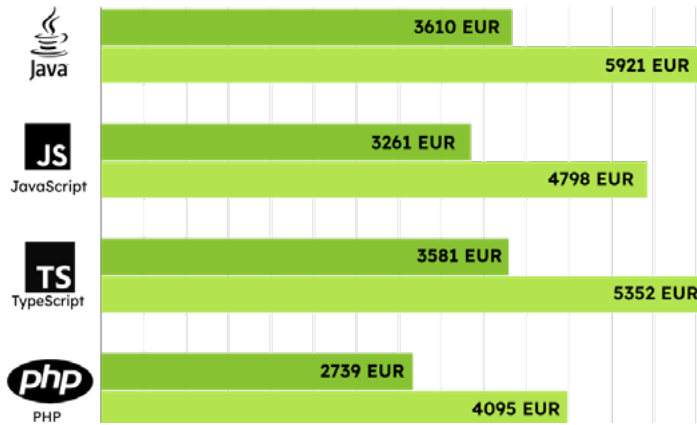


Division into technologies

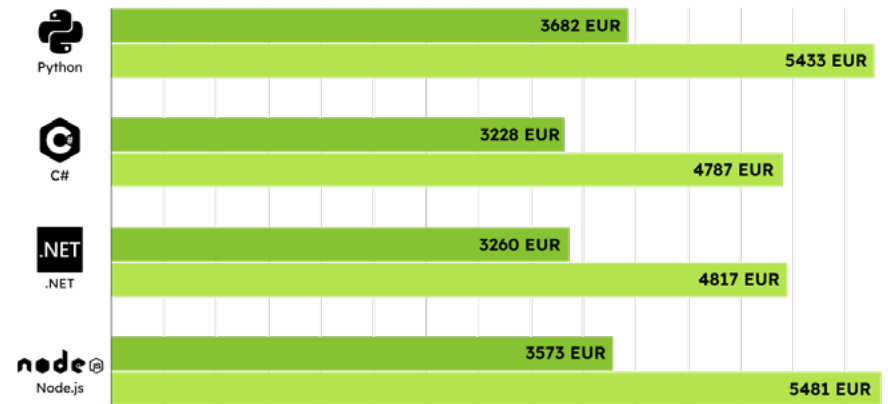
Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

Average (min) Average (max)



Average (min) Average (max)

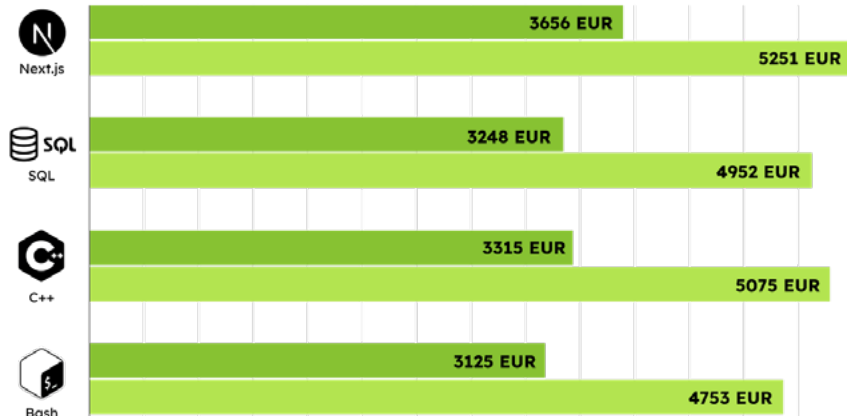


Division into technologies

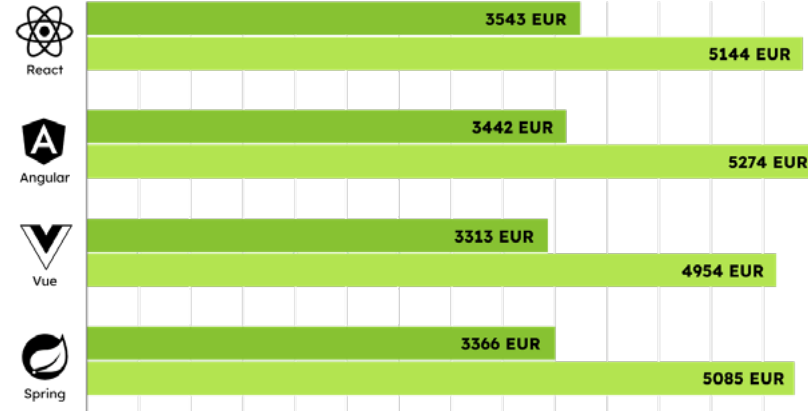
Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

Average (min) Average (max)



Average (min) Average (max)

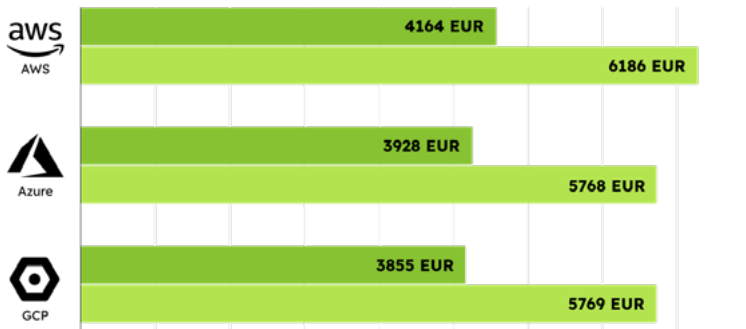


Division into technologies

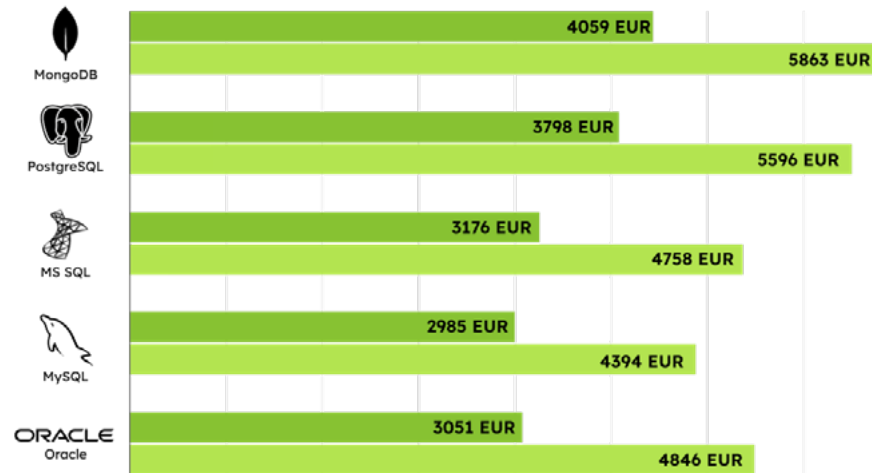
Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

Average (min) Average (max)



Average (min) Average (max)

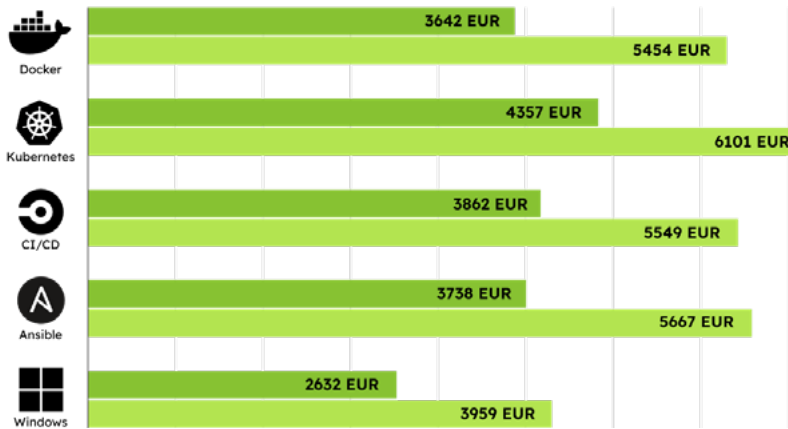


Division into technologies

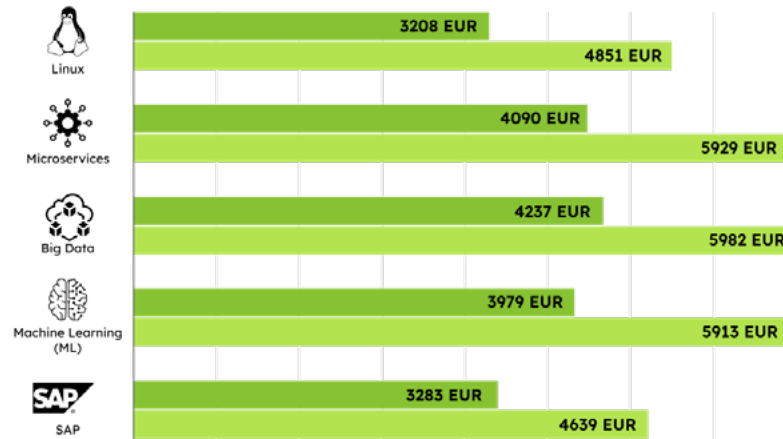
Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

Average (min) Average (max)




Average (min) Average (max)




Division into technologies: Java

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1457 EUR - 2309 EUR
	Mid	3094 EUR - 4641 EUR
	Senior	4417 EUR - 6256 EUR
	Expert	4507 EUR - 6771 EUR

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1876 EUR
		CoE	1692 EUR
	Mid	B2B	4060 EUR
		CoE	3815 EUR
	Senior	B2B	6567 EUR
		CoE	5677 EUR
	Expert	B2B	7431 EUR
		CoE	6488 EUR

*B2B: net on the invoice, excluding VAT

CoE: gross


Hiring Polish Software Developers: Everything you need to know about the types of cooperation agreements in Poland

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Division into technologies: .NET

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
 .NET	Junior	1413 EUR - 2175 EUR
	Mid	3117 EUR - 4619 EUR
	Senior	4013 EUR - 5874 EUR
	Expert	4686 EUR - 6659 EUR

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
 .NET	Junior	B2B	1684 EUR
		CoE	1767 EUR
	Mid	B2B	3708 EUR
		CoE	3194 EUR
	Senior	B2B	5821 EUR
		CoE	5274 EUR
	Expert	B2B	6693 EUR
		CoE	6143 EUR

*B2B: net on the invoice, excluding VAT

CoE: gross




Get to know the best ways to hire .NET Developers

Check our guide from 09.2022

Division into technologies: C++

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1300 EUR - 1951 EUR
	Mid	2960 EUR - 4574 EUR
	Senior	4126 EUR - 6345 EUR
	Expert	4798 EUR - 7130 EUR

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1594 EUR
		CoE	1459 EUR
	Mid	B2B	3633 EUR
		CoE	3386 EUR
	Senior	B2B	4463 EUR
		CoE	3992 EUR
	Expert	B2B	5915 EUR
		CoE	5049 EUR


*B2B: net on the invoice, excluding VAT

CoE: gross


Division into technologies: PHP

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1211 EUR - 1951 EUR
	Mid	2309 EUR - 3655 EUR
	Senior	3610 EUR - 5202 EUR
	Expert	3812 EUR - 5538 EUR

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1754 EUR
		CoE	1476 EUR
	Mid	B2B	3745 EUR
		CoE	3585 EUR
	Senior	B2B	4802 EUR
		CoE	4080 EUR
	Expert	B2B	6026 EUR
		CoE	4795 EUR


*B2B: net on the invoice, excluding VAT

CoE: gross


Division into technologies: Python

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1592 EUR - 2489 EUR
	Mid	2803 EUR - 4350 EUR
	Senior	4305 EUR - 6300 EUR
	Expert	4686 EUR - 6973 EUR

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1898 EUR
		CoE	1633 EUR
	Mid	B2B	3945 EUR
		CoE	3949 EUR
	Senior	B2B	6130 EUR
		CoE	5456 EUR
	Expert	B2B	7140 EUR
		CoE	5932 EUR

*B2B: net on the invoice, excluding VAT

CoE: gross

Division into technologies: JavaScript

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Salary ranges (min - max)*
JS	Junior	1300 EUR - 2108 EUR
	Mid	2668 EUR - 4126 EUR
	Senior	3946 EUR - 5762 EUR
	Expert	5090 EUR - 7063 EUR

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
JS	Junior	B2B	1953 EUR
		CoE	1583 EUR
	Mid	B2B	3719 EUR
		CoE	3488 EUR
	Senior	B2B	6768 EUR
		CoE	5754 EUR
	Expert	B2B	7880 EUR
		CoE	6012 EUR


*B2B: net on the invoice, excluding VAT

CoE: gross


Division into technologies: Node.js

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1390 EUR - 2265 EUR
	Mid	2848 EUR - 4417 EUR
	Senior	4305 EUR - 6480 EUR
	Expert	5157 EUR - 7063 EUR

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1841 EUR
		CoE	1772 EUR
	Mid	B2B	3935 EUR
		CoE	3657 EUR
	Senior	B2B	6969 EUR
		CoE	5924 EUR
	Expert	B2B	7892 EUR
		CoE	6307 EUR

*B2B: net on the invoice, excluding VAT

CoE: gross

Quality Assurance (QA) Engineer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Quality Assurance (QA)	Junior	1329 EUR - 2111 EUR
	Mid	2574 EUR - 4165 EUR
	Senior	3823 EUR - 5465 EUR
	Expert	3627 EUR - 5659 EUR

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Quality Assurance (QA)	Junior	B2B	2075 EUR
		CoE	1527 EUR
	Mid	B2B	3614 EUR
		CoE	3036 EUR
	Senior	B2B	4959 EUR
		CoE	4150 EUR
	Expert	B2B	5815 EUR
		CoE	4960 EUR

*B2B: net on the invoice, excluding VAT

CoE: gross

Frontend Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Frontend Developer	Junior	1569 EUR - 2413 EUR
	Mid	2873 EUR - 4387 EUR
	Senior	4649 EUR - 6468 EUR
	Expert	4307 EUR - 6704 EUR

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Frontend Developer	Junior	B2B	2058 EUR
		CoE	1650 EUR
	Mid	B2B	3835 EUR
		CoE	3597 EUR
	Senior	B2B	6513 EUR
		CoE	5581 EUR
	Expert	B2B	8084 EUR
		CoE	6029 EUR

*B2B: net on the invoice, excluding VAT

CoE: gross

DevOps Engineer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
DevOps Engineer	Junior	2192 EUR - 3168 EUR
	Mid	3932 EUR - 5638 EUR
	Senior	5125 EUR - 7114 EUR
	Expert	5326 EUR - 7509 EUR

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
DevOps Engineer	Junior	B2B	3053 EUR
		CoE	2355 EUR
	Mid	B2B	4442 EUR
		CoE	4011 EUR
	Senior	B2B	7985 EUR
		CoE	5845 EUR
	Expert	B2B	8528 EUR
		CoE	6589 EUR

*B2B: net on the invoice, excluding VAT
CoE: gross

Fullstack Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min-max)*
Fullstack Developer	Junior	1690 EUR - 2565 EUR
	Mid	3675 EUR - 5563 EUR
	Senior	4969 EUR - 7310 EUR
	Expert	5217 EUR - 6983 EUR

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Fullstack Developer	Junior	B2B	2271 EUR
		CoE	1993 EUR
	Mid	B2B	4786 EUR
		CoE	4060 EUR
	Senior	B2B	6668 EUR
		CoE	5715 EUR
	Expert	B2B	7656 EUR
		CoE	6362 EUR

*B2B: net on the invoice, excluding VAT
CoE: gross

Mobile Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Mobile Developer	Junior	1544 EUR - 2425 EUR
	Mid	3530 EUR - 5288 EUR
	Senior	3934 EUR - 6820 EUR
	Expert	4726 EUR - 7116 EUR

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Mobile Developer	Junior	B2B	2090 EUR
		CoE	1980 EUR
	Mid	B2B	4101 EUR
		CoE	3460 EUR
	Senior	B2B	6358 EUR
		CoE	5343 EUR
	Expert	B2B	7215 EUR
		CoE	5828 EUR

*B2B: net on the invoice, excluding VAT
CoE: gross

Data Scientist

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Data Scientist	Junior	1845 EUR - 2736 EUR
	Mid	3311 EUR - 5162 EUR
	Senior	5090 EUR - 7215 EUR
	Expert	4963 EUR - 6865 EUR

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Data Scientist	Junior	B2B	2270 EUR
		CoE	2208 EUR
	Mid	B2B	4127 EUR
		CoE	3279 EUR
	Senior	B2B	6439 EUR
		CoE	5236 EUR
	Expert	B2B	7769 EUR
		CoE	6480 EUR

*B2B: net on the invoice, excluding VAT

CoE: gross

Backend Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Backend Developer	Junior	1965 EUR - 2986 EUR
	Mid	3824 EUR - 5441 EUR
	Senior	4559 EUR - 6844 EUR
	Expert	5016 EUR - 7472 EUR

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Backend Developer	Junior	B2B	2044 EUR
		CoE	1825 EUR
	Mid	B2B	4577 EUR
		CoE	3877 EUR
	Senior	B2B	6173 EUR
		CoE	5469 EUR
	Expert	B2B	7312 EUR
		CoE	6038 EUR

*B2B: net on the invoice, excluding VAT
CoE: gross

Salaries in IT in Poland

Converted to



US Dollars

1 USD = 4.11 PLN (Exchange rate: 01.09.2023)

Salaries in Poland (USD) ————— 28-45

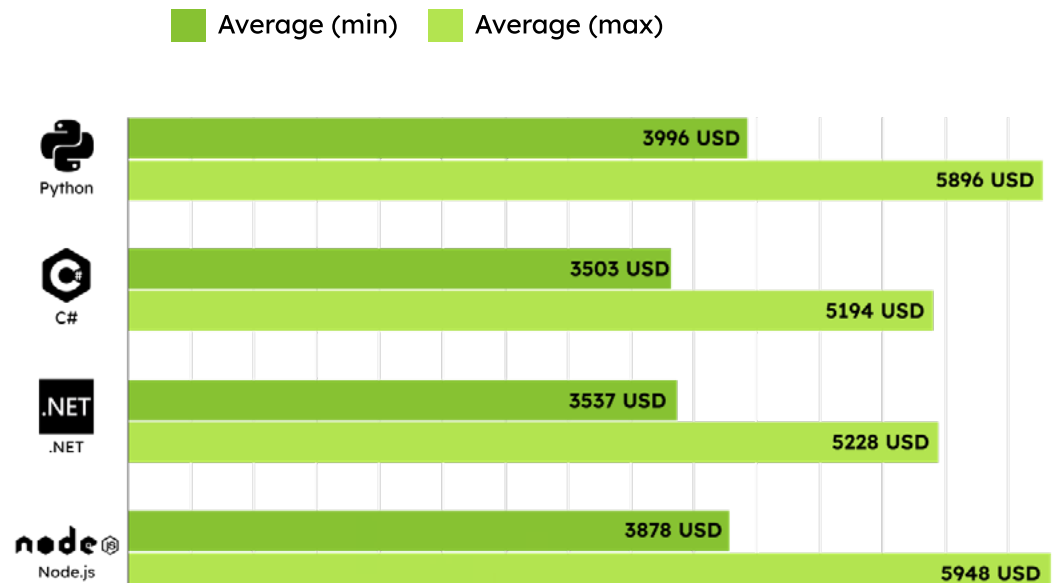
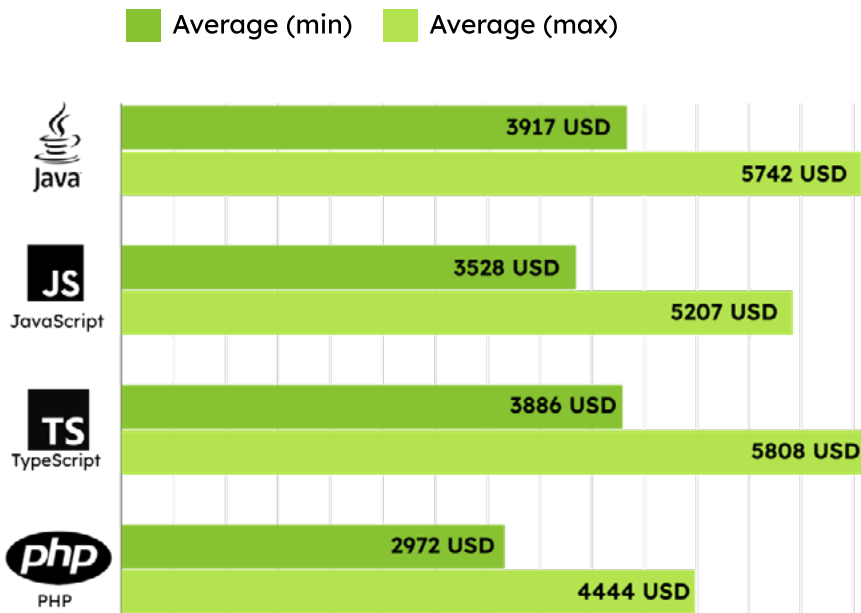
Salaries in Poland (EUR) ————— 9-25



Division into technologies

Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

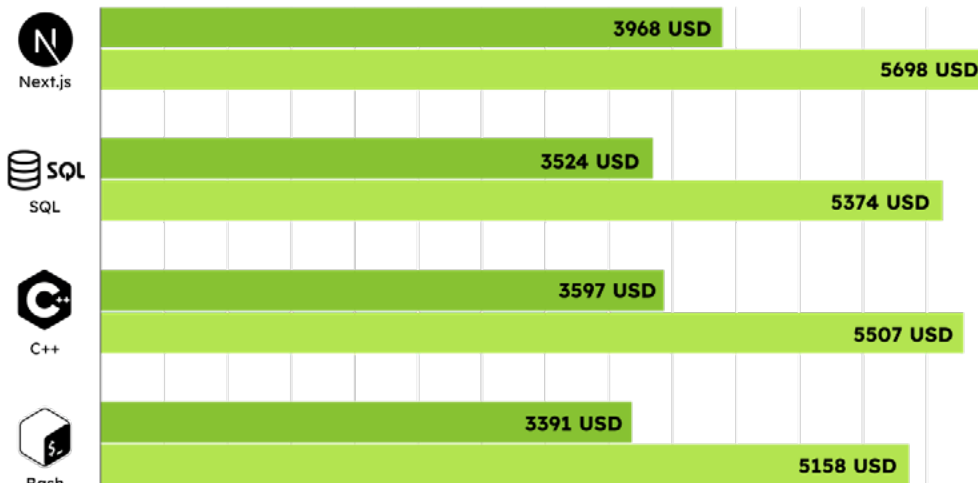


Division into technologies

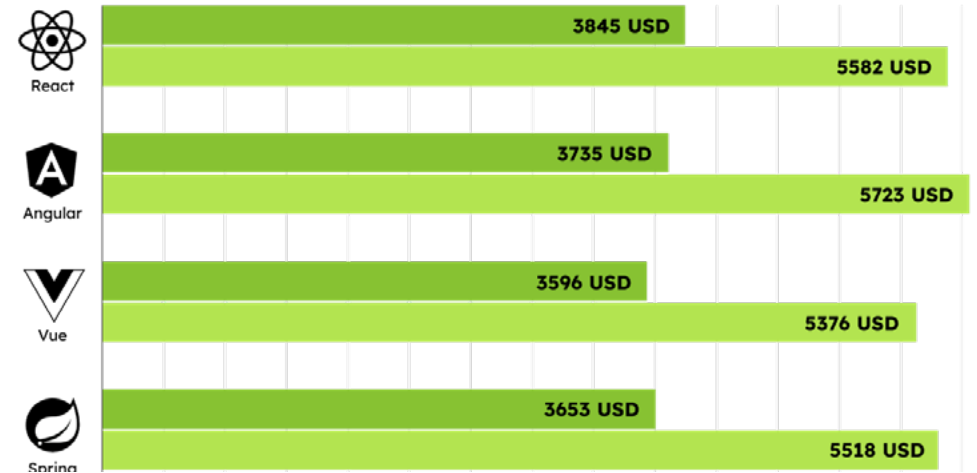
Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

Average (min) Average (max)



Average (min) Average (max)



Division into technologies

Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

Average (min) Average (max)



Average (min) Average (max)

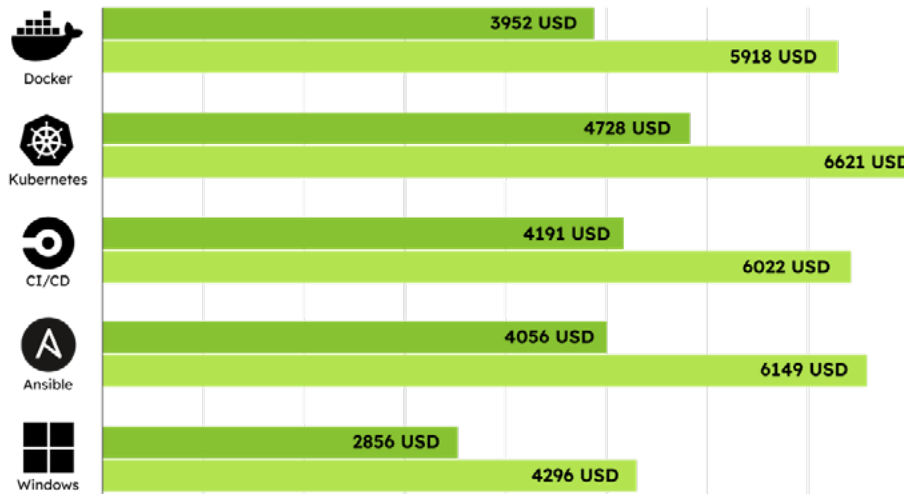


Division into technologies

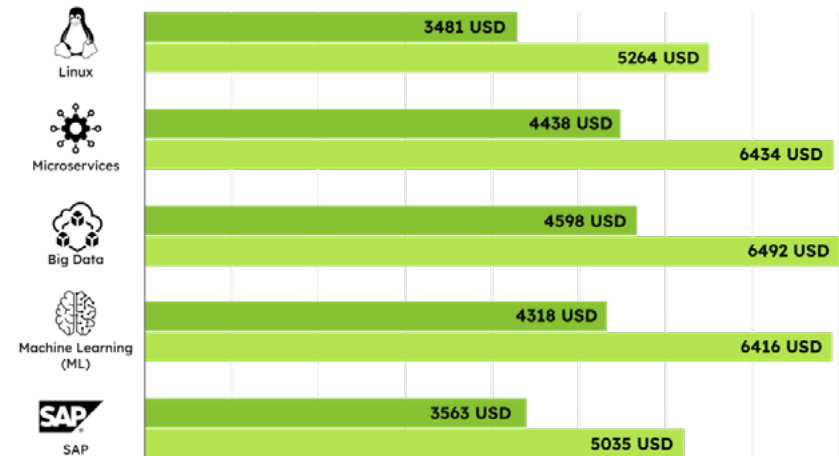
Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2022

■ Average (min) ■ Average (max)




■ Average (min) ■ Average (max)




Division into technologies: Java

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1582 USD - 2506 USD
	Mid	3358 USD - 5036 USD
	Senior	4793 USD - 6788 USD
	Expert	4891 USD - 7348 USD

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	2036 USD
		CoE	1836 USD
	Mid	B2B	4406 USD
		CoE	4140 USD
	Senior	B2B	7126 USD
		CoE	6161 USD
Expert	B2B	8064 USD	
	CoE	7041 USD	

*B2B: net on the invoice, excluding VAT

CoE: gross


Hiring Polish Software Developers: Everything you need to know about the types of cooperation agreements in Poland

[Read our article](#)


Division into technologies: .NET

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1533 USD - 2360 USD
	Mid	3382 USD - 5012 USD
	Senior	4355 USD - 6375 USD
	Expert	5085 USD - 7226 USD

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1827 USD
		CoE	1918 USD
	Mid	B2B	4024 USD
		CoE	3466 USD
	Senior	B2B	6317 USD
		CoE	5723 USD
	Expert	B2B	7263 USD
		CoE	6666 USD

*B2B: net on the invoice, excluding VAT

CoE: gross




Get to know the best ways to hire .NET Developers

Check our guide from 09.2022


Division into technologies: C++

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1411 USD - 2117 USD
	Mid	3212 USD - 4964 USD
	Senior	4477 USD - 6886 USD
	Expert	5207 USD - 7737 USD

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1730 USD
		CoE	1583 USD
	Mid	B2B	3943 USD
		CoE	3674 USD
	Senior	B2B	4843 USD
		CoE	4332 USD
	Expert	B2B	6419 USD
		CoE	5479 USD


*B2B: net on the invoice, excluding VAT

CoE: gross


Division into technologies: PHP

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1314 USD - 2117 USD
	Mid	2506 USD - 3966 USD
	Senior	3917 USD - 5645 USD
	Expert	4136 USD - 6010 USD

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1903 USD
		CoE	1602 USD
	Mid	B2B	4064 USD
		CoE	3890 USD
	Senior	B2B	5211 USD
		CoE	4427 USD
	Expert	B2B	6539 USD
		CoE	5203 USD


*B2B: net on the invoice, excluding VAT

CoE: gross


Division into technologies: Python

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1727 USD - 2701 USD
	Mid	3041 USD - 4720 USD
	Senior	4672 USD - 6837 USD
	Expert	5085 USD - 7567 USD

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	2060 USD
		CoE	1772 USD
	Mid	B2B	4281 USD
		CoE	4286 USD
	Senior	B2B	6652 USD
		CoE	5921 USD
	Expert	B2B	7748 USD
		CoE	6437 USD

*B2B: net on the invoice, excluding VAT

CoE: gross

Division into technologies: JavaScript

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Salary ranges (min - max)*
JS	Junior	1411 USD - 2287 USD
	Mid	2895 USD - 4477 USD
	Senior	4282 USD - 6253 USD
	Expert	5523 USD - 7664 USD

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
JS	Junior	B2B	2120 USD
		CoE	1718 USD
	Mid	B2B	4036 USD
		CoE	3785 USD
	Senior	B2B	7345 USD
		CoE	6244 USD
	Expert	B2B	8551 USD
		CoE	6524 USD

*B2B: net on the invoice, excluding VAT

CoE: gross

Division into technologies: Node.js

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2022

Technology	Seniority level	Average offered salary
	Junior	1509 USD - 2457 USD
	Mid	3090 USD - 4793 USD
	Senior	4672 USD - 7032 USD
	Expert	5596 USD - 7664 USD

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Technology	Seniority level	Type of contract	Average received salary*
	Junior	B2B	1998 USD
		CoE	1923 USD
	Mid	B2B	4271 USD
		CoE	3968 USD
	Senior	B2B	7562 USD
		CoE	6428 USD
	Expert	B2B	8564 USD
		CoE	6844 USD

*B2B: net on the invoice, excluding VAT

CoE: gross

Quality Assurance (QA) Engineer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022.

Role / area	Seniority level	Salary ranges (min - max)*
Quality Assurance (QA)	Junior	1443 USD - 2291 USD
	Mid	2793 USD - 4519 USD
	Senior	4148 USD - 5931 USD
	Expert	3936 USD - 6141 USD

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022.

Role / area	Seniority level	Type of contract	Average received salary*
Quality Assurance (QA)	Junior	B2B	6141 USD
		CoE	1657 USD
	Mid	B2B	3921 USD
		CoE	3294 USD
	Senior	B2B	5381 USD
		CoE	4503 USD
	Expert	B2B	6310 USD
		CoE	5382 USD

*B2B: net on the invoice, excluding VAT
CoE: gross

Frontend Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Frontend Developer	Junior	1702 USD - 2619 USD
	Mid	3118 USD - 4760 USD
	Senior	5045 USD - 7019 USD
	Expert	4674 USD - 7275 USD

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Frontend Developer	Junior	B2B	2234 USD
		CoE	1790 USD
	Mid	B2B	4162 USD
		CoE	3903 USD
	Senior	B2B	7068 USD
		CoE	6056 USD
	Expert	B2B	8772 USD
		CoE	6542 USD

*B2B: net on the invoice, excluding VAT
CoE: gross

DevOps Engineer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
DevOps Engineer	Junior	2379 USD - 3438 USD
	Mid	4267 USD - 6118 USD
	Senior	5561 USD - 7720 USD
	Expert	5780 USD - 8148 USD

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
DevOps Engineer	Junior	B2B	3313 USD
		CoE	2556 USD
	Mid	B2B	4821 USD
		CoE	4353 USD
	Senior	B2B	8665 USD
		CoE	6343 USD
Expert	B2B	9254 USD	
	CoE	7151 USD	

*B2B: net on the invoice, excluding VAT
CoE: gross

Fullstack Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min-max)*
Fullstack Developer	Junior	1834 USD - 2784 USD
	Mid	3988 USD - 6036 USD
	Senior	5392 USD - 7932 USD
	Expert	5662 USD - 7577 USD

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Fullstack Developer	Junior	B2B	2464 USD
		CoE	2163 USD
	Mid	B2B	5194 USD
		CoE	4406 USD
	Senior	B2B	7236 USD
		CoE	6202 USD
	Expert	B2B	8308 USD
		CoE	6904 USD

*B2B: net on the invoice, excluding VAT
CoE: gross

Mobile Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Mobile Developer	Junior	1676 USD - 2631 USD
	Mid	3831 USD - 5738 USD
	Senior	4269 USD - 7400 USD
	Expert	5128 USD - 7722 USD

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Mobile Developer	Junior	B2B	2268 USD
		CoE	2149 USD
	Mid	B2B	4450 USD
		CoE	3755 USD
	Senior	B2B	6899 USD
		CoE	5798 USD
	Expert	B2B	7829 USD
		CoE	6324 USD

*B2B: net on the invoice, excluding VAT
CoE: gross

Data Scientist

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Data Scientist	Junior	2002 USD - 2969 USD
	Mid	3593 USD - 5602 USD
	Senior	5523 USD - 7829 USD
	Expert	5386 USD - 7450 USD

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Data Scientist	Junior	B2B	2463 USD
		CoE	2396 USD
	Mid	B2B	4479 USD
		CoE	3558 USD
	Senior	B2B	6987 USD
		CoE	5682 USD
	Expert	B2B	8430 USD
		CoE	7032 USD

*B2B: net on the invoice, excluding VAT

CoE: gross

Backend Developer

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2022

Role / area	Seniority level	Salary ranges (min - max)*
Backend Developer	Junior	2132 USD - 3241 USD
	Mid	4149 USD - 5904 USD
	Senior	4947 USD - 7427 USD
	Expert	5443 USD - 8108 USD

*For the purposes of aggregation, we do not divide the salaries from offers according to the type of contract and we present the arithmetic mean of the extreme values of the ranges (the lowest and the highest).

Seniority level and the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2022

Role / area	Seniority level	Type of contract	Average received salary*
Backend Developer	Junior	B2B	2218 USD
		CoE	1981 USD
	Mid	B2B	4966 USD
		CoE	4207 USD
	Senior	B2B	6699 USD
		CoE	5935 USD
	Expert	B2B	7935 USD
		CoE	6552 USD

*B2B: net on the invoice, excluding VAT

CoE: gross

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