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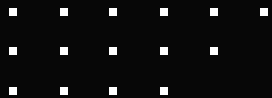
REPORT

Prepare for the IT recruitment process in 2024

IT JOB MARKET IN POLAND

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✅ **1-5 days**

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

✅ **700+**

We have carried out over **700** recruitment processes.

✅ **95%**

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

✅ **Knowledge**

For the **third time**, we present an analysis of the IT job market in the form of a report.

Diamenty Miesięcznika **Forbes** 2023

We were included in the **2023 ranking** of the most dynamically developing Polish companies, according to Forbes Poland.

Are you looking for an effective support?

Let's talk about IT recruitment

✉ **contact@nexttechnology.io**

Introduction

After the release of the second edition of our report in 2023, **we continuously analyzed market data, trying to understand how significant changes have taken place in the IT industry and how the IT job market has evolved.** The news about AI, information about layoffs in large corporations, and the fact that it was more difficult to find a job in IT were arousing great emotions.

As a result, **many IT specialists have begun to consider career changes.** We even saw some Seniors applying for Mid-level positions, who in turn applied for Junior positions for amounts much lower than what they were recently earning.

Find more detailed insights and analysis in our latest report. What makes it stand out? **In addition to analyzing 130,000 job offers from the IT sector, we conducted a survey with the participation of 922 IT specialists.** We hope that the data collected will provide valuable tips and will help you make informed decisions regarding recruitment processes in the IT industry in 2024.

Dominik Jurek
CEO Next Technology Professionals

Piotr Jurek
COO Next Technology Professionals

Methodology

The report is based on **130 000 job offers**, which in 2023 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 28th September 2023 and 27th November 2023, we conducted an anonymous survey in which we collected **922 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 offers and surveys, the amounts for the B2B contract are expressed in PLN net on the invoice without VAT, while for the employment contract as gross amounts.

Report's partners:

Key insights

58% of job offers included the possibility of **working remotely.** This is 3 pp. less than in 2022.

55% of respondents want to work completely remotely, 42% hybridly, and only 3% fully stationary.

The majority of IT specialists were not required to return to the office by their employer (84%). Only 16% of respondents increased the number of days they worked from the office.

8 pp. fewer IT specialists **changed jobs in 2023 compared to 2022.**

In 2023, 6 pp. fewer **job offers from the United States** appeared on Polish job boards.

Most job offers in 2023 were addressed to Mids (people with 2-4 years of experience).

Only Expert employed on B2B received higher salaries than those presented in the job advertisements. In 2022, this concerned Seniors (B2B) and Experts (B2B and CoE).

Decrease in willingness to receive the salary in **foreign currency from 66% to 53%**

Fewer people received raises in 2023 than in 2022.
Senior: decrease by 2 pp. Expert: decrease by 7 pp. Mid: similar level to last year. Juniors: an increase of 4 pp. This may mean that there were fewer job offers and greater competition, but those who were hired were appreciated.

The most sought-after specialists are: **Quality Assurance (QA) Engineer, DevOps Engineer, Fullstack Developer, Data Scientist, Frontend Developer, Administrator and System Architect.**

IT specialists want to participate in recruitment processes consisting of a maximum of **2 stages.**

The most preferred form of competence verification among IT specialists is a **technical interview.**

In 2023, visible salary ranges were included in 58% of job offers - that's only 2 pp. more than in the previous year.

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1.1. The most popular voivodeships and cities

Most offers in 2023 were located in the Mazowieckie (28%), Małopolskie (13%) and Dolnośląskie (11%). Accordingly, the cities with the largest number of job offers on the podium included: Warsaw (24%), Kraków (12%) and Wrocław (10%). The demand for IT specialists coincides with their place of residence, because respondents most often indicated these areas.

Share of job offers by voivodship

Source: Own elaboration based on data from itradar.io for 2023
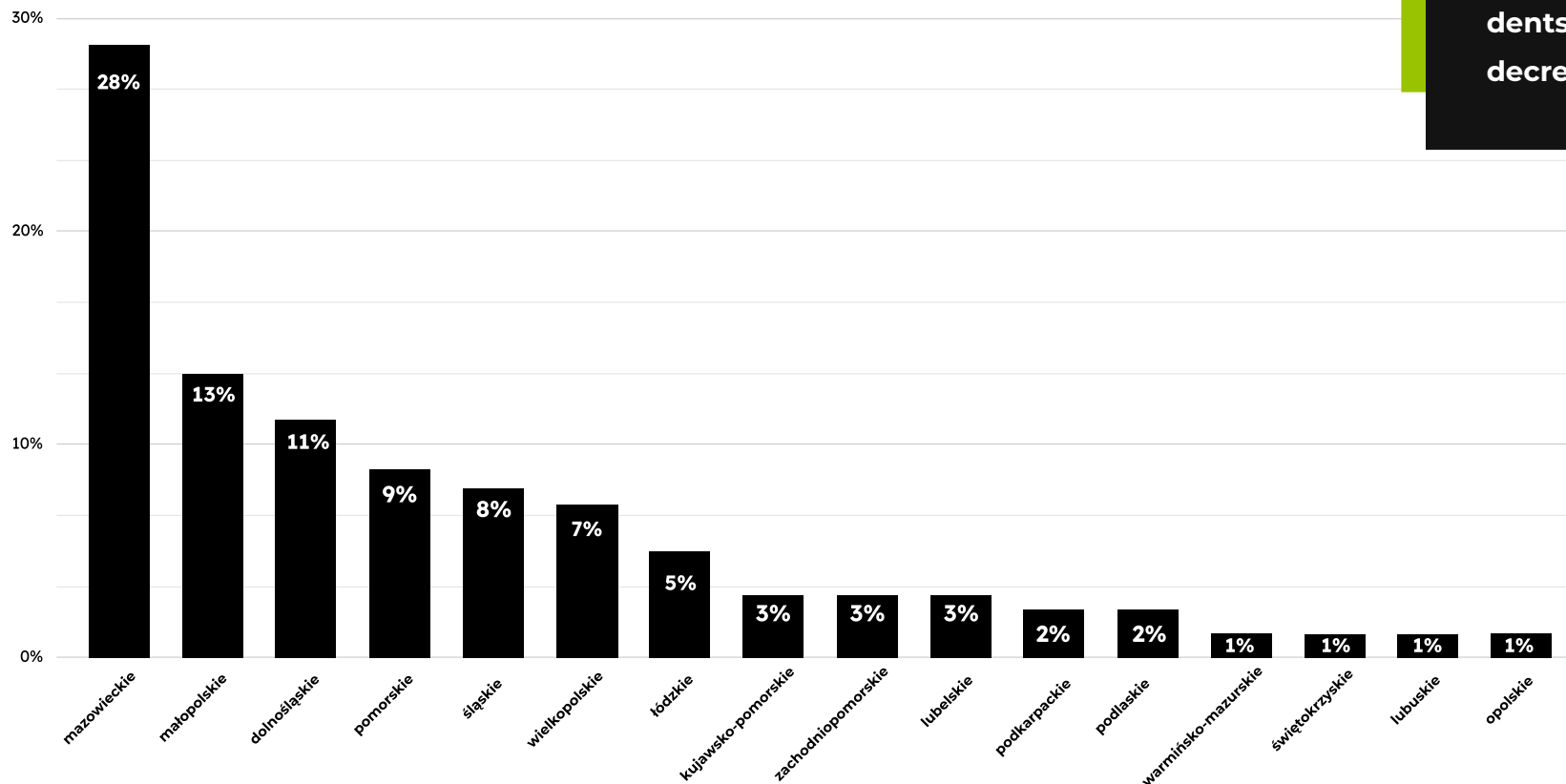
💡 **Interesting fact**

The share of respondents from Małopolskie, Dolnośląskie, Śląskie and Pomorskie increased. At the same time, the number of respondents staying outside Poland has decreased compared to 2022.

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1.1. The most popular voivodeships and cities

10 cities with the largest number of job offers

Source: Own elaboration based on data from itradar.io for 2023

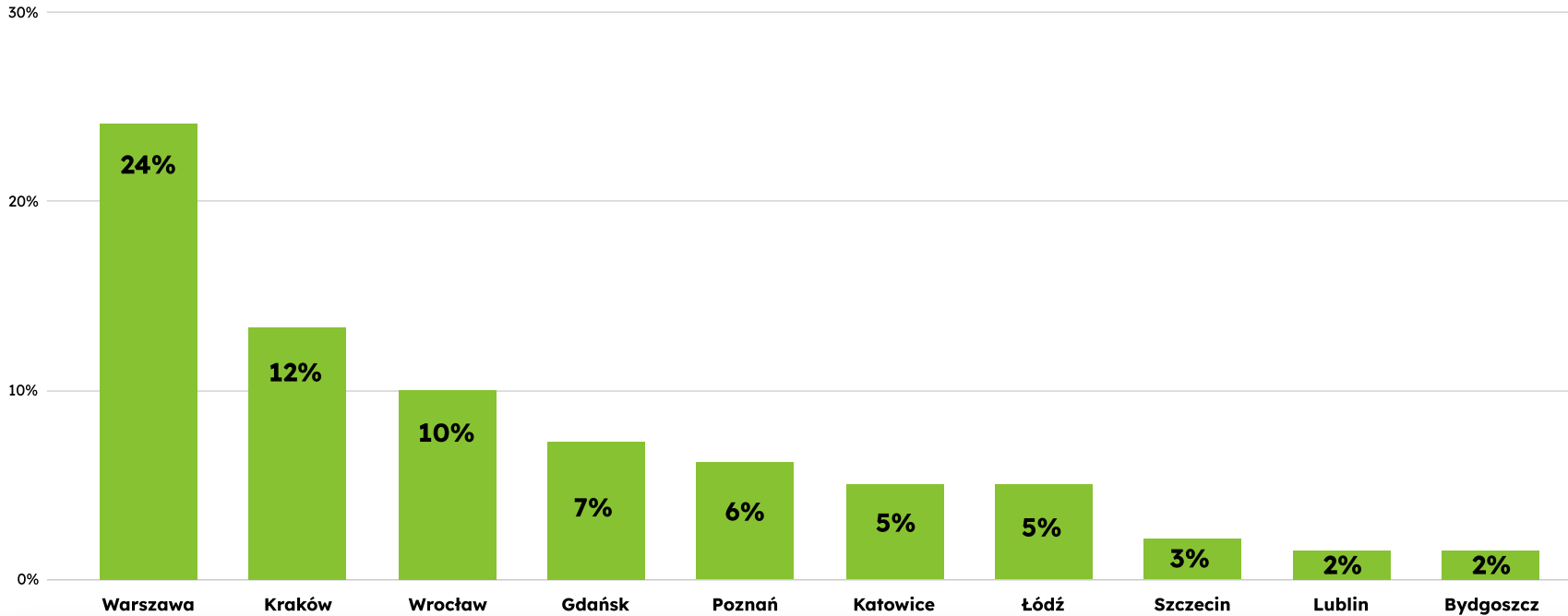| City	Percentage
Warszawa	24%
Kraków	12%
Wrocław	10%
Gdańsk	7%
Poznań	6%
Katowice	5%
Łódź	5%
Szczecin	3%
Lublin	2%
Bydgoszcz	2%

Expert's comment

Machteld Bergstra
Senior Consultant at the Polish Investment and Trade Agency

Polish Investment
& Trade Agency
PFR Group

„Poland is becoming an increasingly popular destination for IT services for companies. For foreign investors, it is important to have access to graduates of the best universities and to the largest pool of IT specialists in various fields. Polish IT specialists are known all over the world for their high quality, creativity and entrepreneurial way of working. Warsaw and Cracow attract the most IT investments thanks to their excellent educational offer and wide labor market, but Katowice, Gdańsk and Poznań also notice growing interest from investors due to large numbers of students and an excellent offer of office locations. Investors are keen to settle near other large technology companies and financial institutions as fintech plays an increasingly important role in the Polish services sector."

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1.1. The most popular voivodeships and cities

Permanent place of residence of the respondents

Source: Own elaboration based on data from an online survey conducted between September and November 2023

1%
99%

- Poland
- Foreign countries
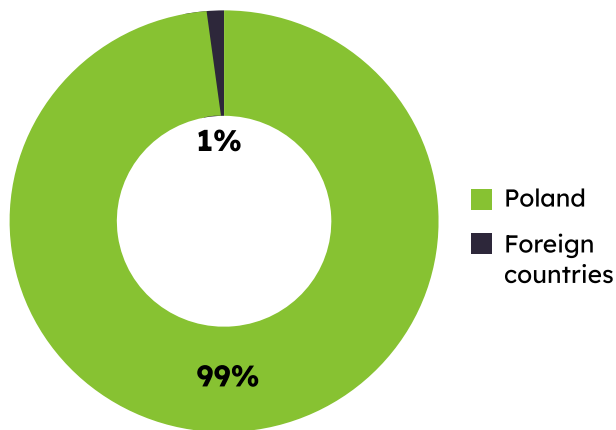
Location of respondents (voivodeships)

Source: Own elaboration based on data from an online survey conducted between September and November 2023

mazowieckie	małopolskie	dolnośląskie	śląskie	wielkopolskie	pomorskie	łódzkie	podkarpackie	kujawsko-pomorskie	lubelskie	podlaskie	lubuskie	opolskie	świętokrzyskie	warmińsko-mazurskie	zachodniopomorskie
24%	20%	14%	11%	9%	6%	4%	3%	2%	2%	2%	1%	1%	1%	1%	1%
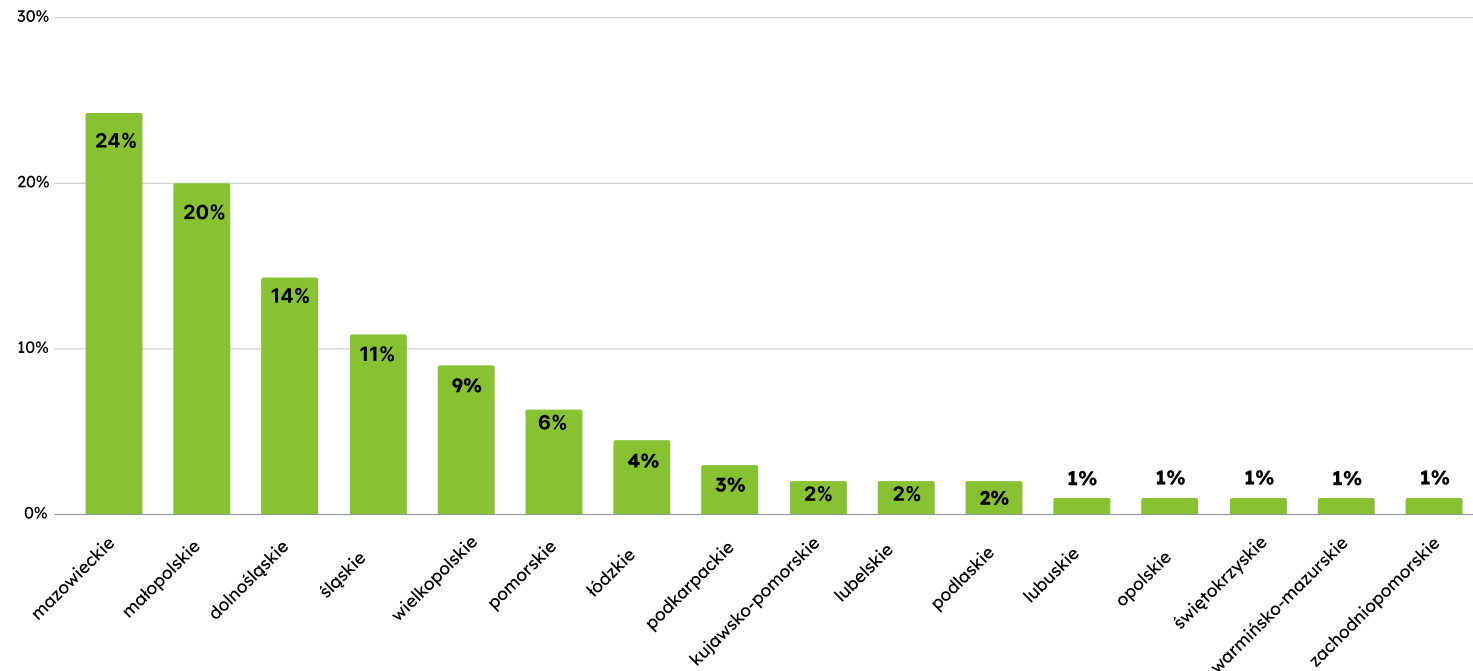
💡 Interesting fact

To the question "What field/industry do you work in?" respondents most often answered: Software house, Banking, FinTech, Consulting, Pharma and Telecommunications.

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1.2. Remote work

67% of people work fully remotely, although this form of cooperation is preferred by 55% of IT specialists. There is an increase in interest in hybrid work among these people.

Possibility of working fully remotely in job offers
Source: Own elaboration based on data from itradar.io for 2023

1%

41%

58%

- Possibility of 100% remote work
- No possibility of 100% remote work
- No information about the mode of work
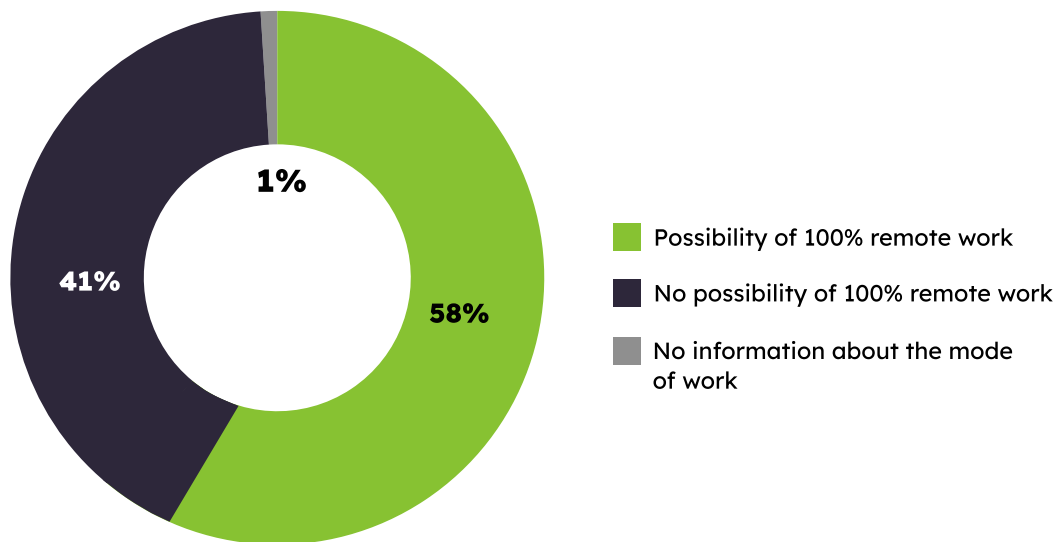
Interesting fact

55% of IT specialists prefer completely remote work, while it is included in 58% of offers - this indicates the market balance in terms of what candidates expect and employers offer.

1.2. **Remote work**

The current number of remote work days per week

Source: Own elaboration based on data from an online survey conducted between September and November 2023

67%
10%
8%
4%
4%
7%

- 100% remote work
- 4 days
- 3 days
- 2 days
- 1 day
- 100% work from the office

33% hybrid work
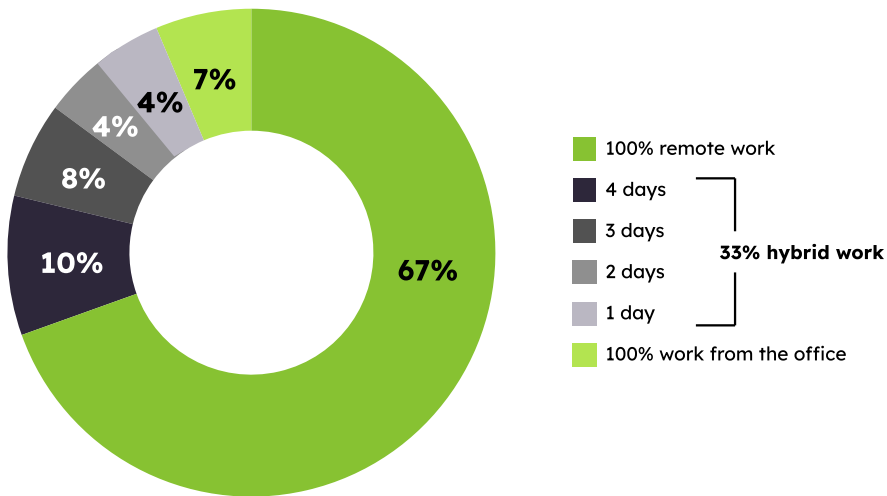
Optimal number of remote work days per week

Source: Own elaboration based on data from an online survey conducted between September and November 2023

55%
20%
13%
6%
3%
3%

- 100% remote work
- 4 days
- 3 days
- 2 days
- 1 day
- 100% work from the office

42% hybrid work
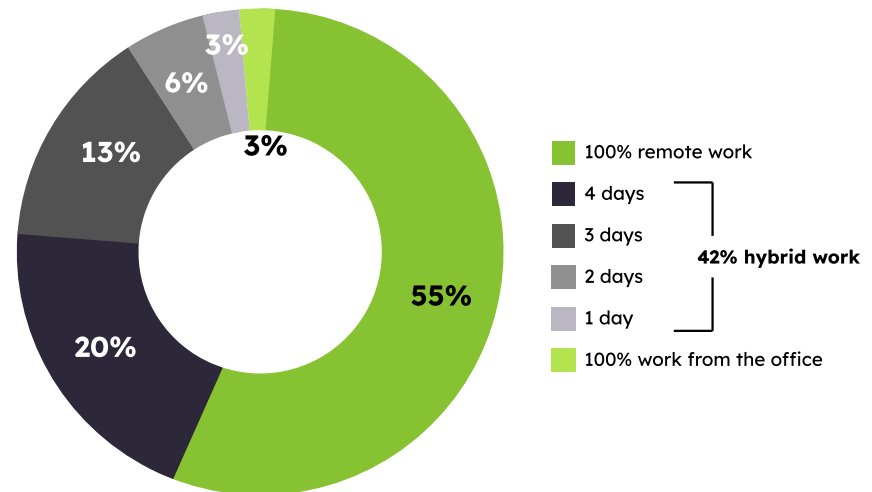
💡 Interesting fact

67% of IT specialists work completely remotely, but only 55% of them consider it the most optimal solution.

These people would prefer to work hybrid if they had the opportunity (no office in the city of residence).

1.2. Remote work

Despite the clearly observed trend in 2023 related to the introduction of additional mandatory working days in the office, the majority of IT specialists did not receive such a requirement from the employer (84%). Only for 16% of surveyed IT specialists the number of days when they have to work from the office increased.

Increasing the number of mandatory working days from the office in 2023 by employers

Source: Own elaboration based on data from an online survey conducted between September and November 2023

16%

84%

■ Yes

■ No

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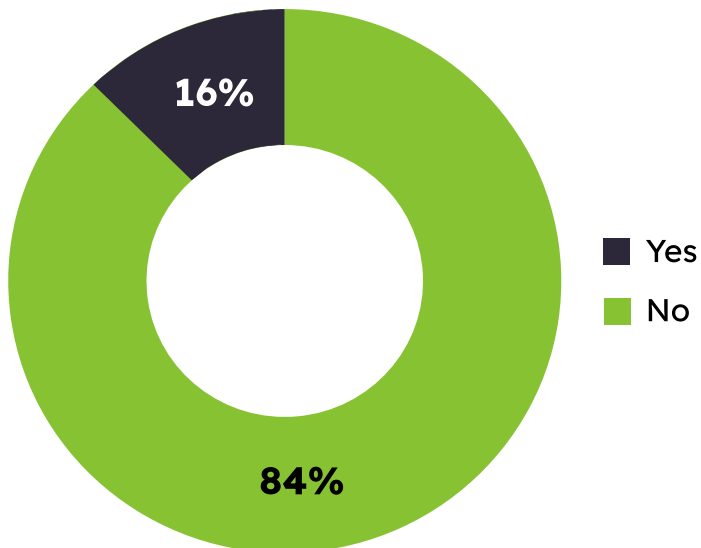
1.2. Remote work

Polish IT specialists who took part in our survey mostly work for companies headquartered in Poland (60%), followed by the United States (11%) and the United Kingdom (6%).

Do you work for a company headquartered in Poland?

Source: Own elaboration based on data from an online survey conducted between September and November 2023

40% 60%

■ Yes
■ No

Expert's comment
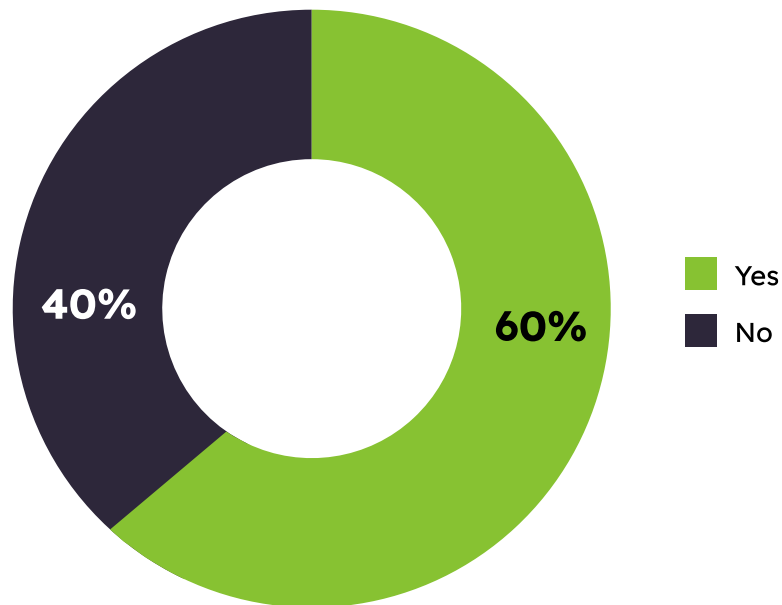
Dominik Jurek
CEO Next Technology Professionals

„The charts in this chapter show the impact of globalization on the labor market and the flexibility provided by the ability to work remotely. Thanks to technological progress, employees have more and more opportunities to gain international experience without leaving their place of residence. For many people, working remotely for a foreign company with (relatively) low costs of local living and with salaries comparable to those in the company's country is attractive.

On the other hand, there are more and more people who work for companies in Poland, but do their work from other countries. It is worth remembering that although remote work has its advantages, it is not always ideal. It may increase the risk of burnout and there are people who have problems with organization and concentration in this mode. However, there are also employees who cope very well and are able to work effectively "remotely". It is best to consider all the advantages and disadvantages and talk to the employee before making changes to the number of days of working "from home"."

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1.2. Remote work

Location of the company's headquarters

Source: Own elaboration based on data from an online survey conducted between September and November 2023
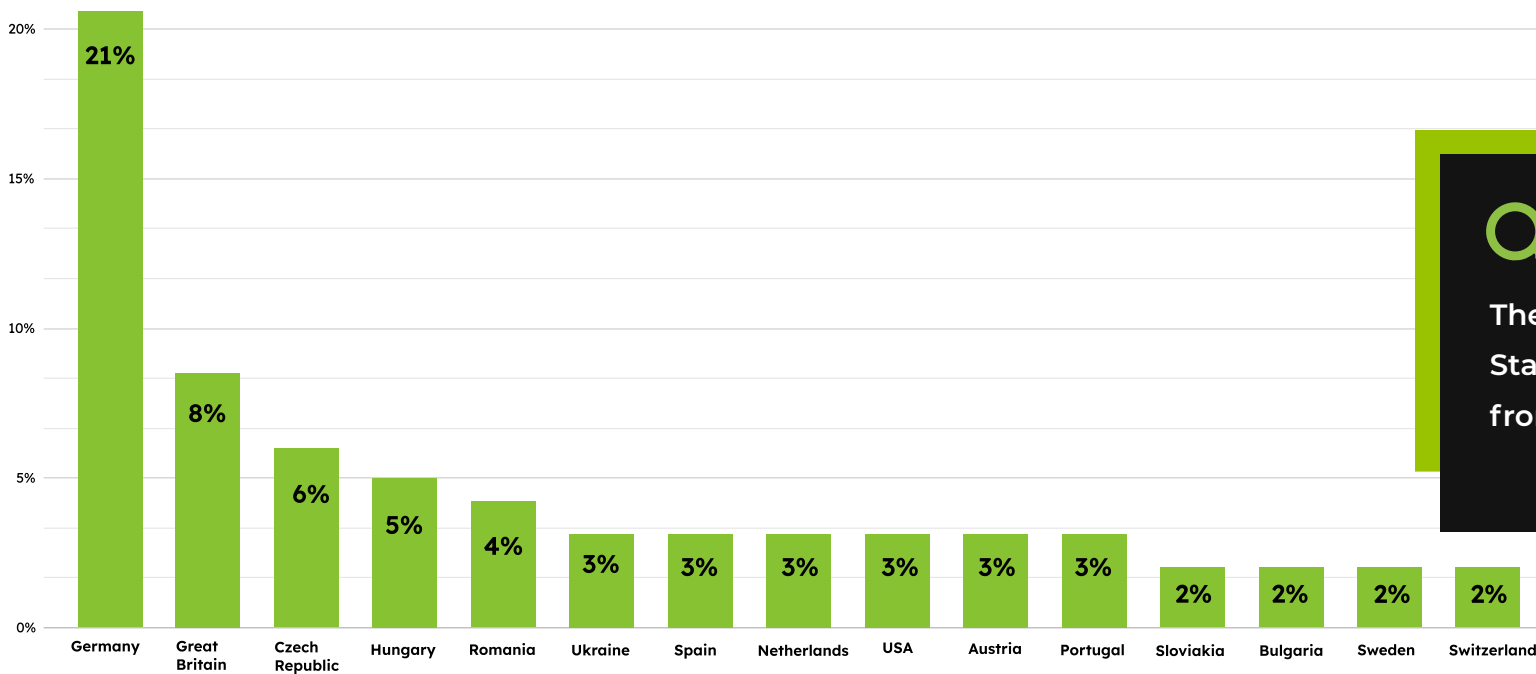

Country	Percentage
Poland	60%
USA	11%
Great Britain	6%
Germany	4%
France	3%
Denmark	2%
Finland	2%
Switzerland	2%
Other	10%

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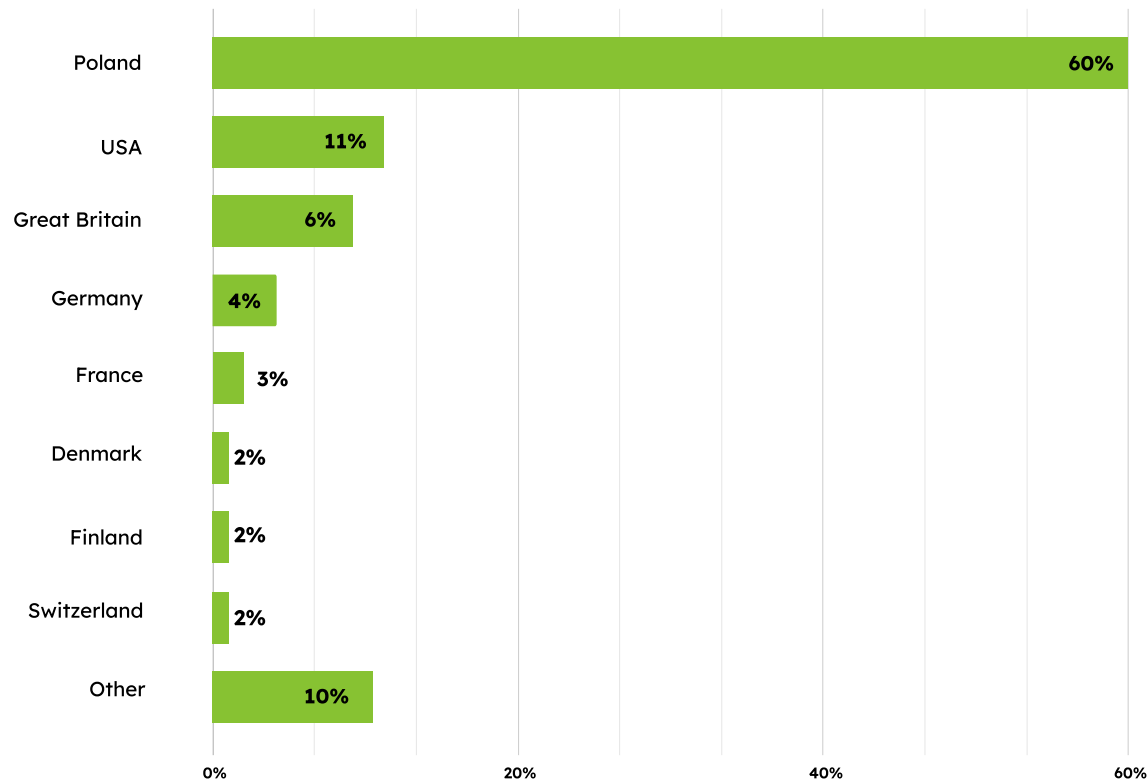
1.2. Remote work

Share of countries in the total number of foreign job offers published on Polish portals in 2023

Source: Own elaboration based on data from itradar.io for 2023

Comparison with 2022

The share of offers from the United States among foreign offers dropped from 9% to 3%.

Chart data:
- Germany: 21%
- Great Britain: 8%
- Czech Republic: 6%
- Hungary: 5%
- Romania: 4%
- Ukraine: 3%
- Spain: 3%
- Netherlands: 3%
- USA: 3%
- Austria: 3%
- Portugal: 3%
- Sloviakia: 2%
- Bulgaria: 2%
- Sweden: 2%
- Switzerland: 2%

Expert's comment

„Polish specialists, due to their professional education and experience gathered in many projects for domestic and international companies, are still a natural choice in the process of assembling project teams. Both domestic and foreign organizations value Polish specialists and their skills are rated very highly. The Polish IT market is still a dynamically developing market, and the demand for high-class talents remains high. We can be proud of the IT ecosystem that has developed in our country and is continuing to develop."

Marcin Stanisławski
Head of Business Development, Business Advisor in Sales, Delivery, Leadership

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1.3. **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 2023

- Senior
- Mid
- Junior
- Expert
- Trainee

☑ **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**

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1.3. Seniority level

Many offers allowed two, and sometimes even three levels of experience, but in 2023 in Poland, most job offers were addressed to people referred to in the industry as Mids (46%). The second most most sought-after group were Seniors (43%), and the third were Juniors (8%).

Seniority level in job offers

Source: Own elaboration based on data from itradar.io for 2023

2%
8%
1%
43%
46%

- Trainee
- Junior
- Mid
- Senior
- Expert
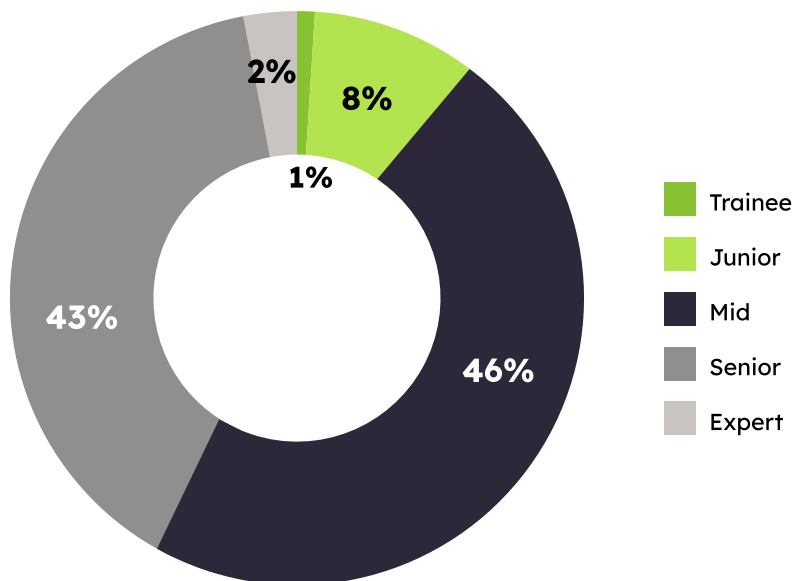
Comparison with 2022

In 2023, we noticed a decrease in the number of job advertisements for Juniors by 2 pp.

Expert's comment

Krzysztof Kempiński

Programmer. Creator of the „Porozmawiajmy o IT" podcast and author of the book „Marka osobista w branży IT"

„When it comes to recruitment, IT employers focus on experienced people. This is a trend observed on the market for several years. Mid or Senior experience gives you the opportunity to quickly deliver real value in projects immediately after employment. Sometimes this is a key thing in the era of reduced budgets and the need to be flexible and responsive to acquire new customers. Employing people with Junior experience is often perceived as a cost on the employer's side, understood as both a financial investment and the work time of more experienced employees. This way of thinking results in a reduced number of job offers for people new to the industry compared to the previous year."

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1.3. Seniority level

Expert's comment

„The IT market is changing dynamically, as technologies are changing as well. Contrary to appearances, mindset is much more important than hard skills. Proactivity, curiosity, the ability to learn quickly and the right attitude (I don't know, but I will find out) are the key to effective recruitment today. Additionally, due to the popularization of technologies that generate code themselves, experience is much more valuable today than in the past."

Paweł Klepacki
IT and Digital Transformation Manager with over 15 years of professional experience, focused on the green energy sector.

1.3. Seniority level

Expert's comment

Weronika Szatan

Recruitment Devil at u2i | Building bridges
between Candidates & Employers

„Everyone seems to say that there are few open positions for juniors. However, a Junior in IT is most often someone who alre-ady has first professional experience. People who are trying to find their first job in IT are in a much worse situation - to them Only 1% of offers are submitted, and the competition can be enormous.

So will failure await everyone who tries to get into the IT industry? Not necessarily. The market will certainly not absorb the gigantic wave of people who apply for open positions, but some candidates will eventually get the job.

Who will be the chosen ones?

1. To be chosen from the crowd of applicants, first think about what you are really good at. The IT industry is not only about programmers (and not everyone has the predispositions to be a good software developer). Perhaps your competences and natural talents will be better suited to the role of a scrum master, project manager or UX designer? Choosing the right field significantly increases your chances.

2. Your best strategy for getting into IT should be... persistence. Be prepared for the fact that IT recruitment is currently a process that may take many months. Don't get discouraged after a few weeks or dozens of CVs sent. And certainly don't send messages full of frustration to the recruiter or the company - there's no point in burning bridges. Nowadays, the most per-sistent will win. Set yourself up for a few months of searching and think about how to take care of your motivation during this time.

3. Only after completing the above two points, try to create a CV that will present both your competences for a given role (soft skills, previous professional experience not related to IT, completed courses and training, and
above all - if possible - self-implemented professional projects and initiatives related to the role you are applying for.
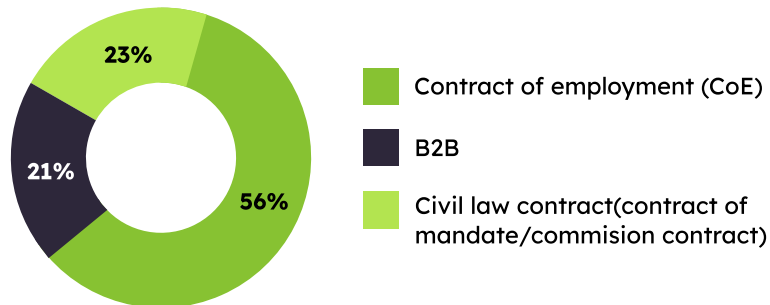
I keep my fingers crossed for you!"

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1.4. **Relationship between seniority level and type of contract**

In the IT industry, the type of contract is largely related to the level of experience. 56% of Juniors and 53% of Mids indicated that they were employed under a contract of employment. In turn, 65% of Seniors and 68% of Experts, whose earnings are higher most often cooperate on the basis of a B2B contract.

Seniority level and the type of contract

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Junior

23%
21%
56%

- Contract of employment (CoE)
- B2B
- Civil law contract(contract of mandate/commision contract)

Mid

10%
37%
53%

- Contract of employment (CoE)
- B2B
- Civil law contract(contract of mandate/commision contract)

Senior

2%
33%
65%

- Contract of employment (CoE)
- B2B
- Civil law contract(contract of mandate/commision contract)

Expert

68%
32%

- Contract of employment (CoE)
- B2B

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2.1. Job change

28% of IT specialists changed their job in 2023 (36% in 2022). When change occurs, the main reason is "inadequate salary". In second place was "lack of development opportunities." 13% of IT specialists changed their last job simply because they wanted to, and for 11% the reason was unsatisfactory projects.

Frequency of job change in 2023
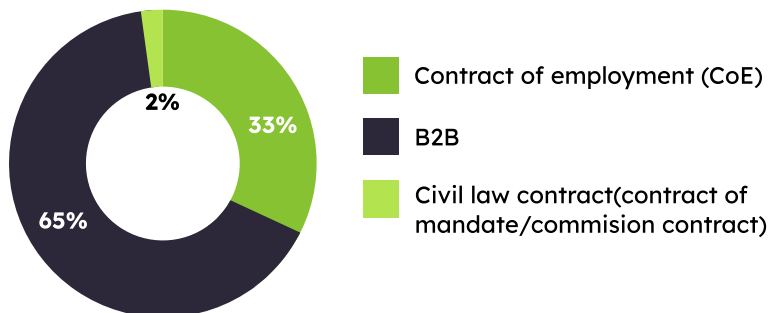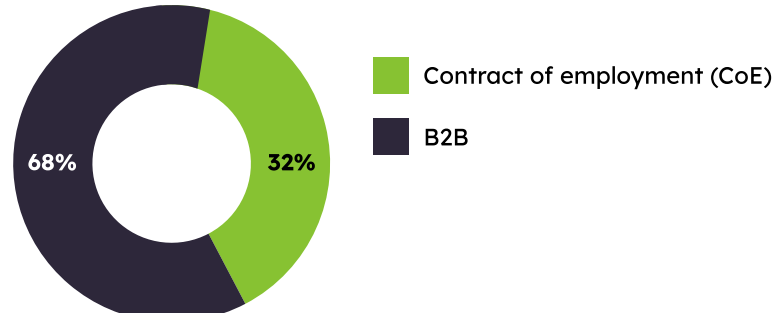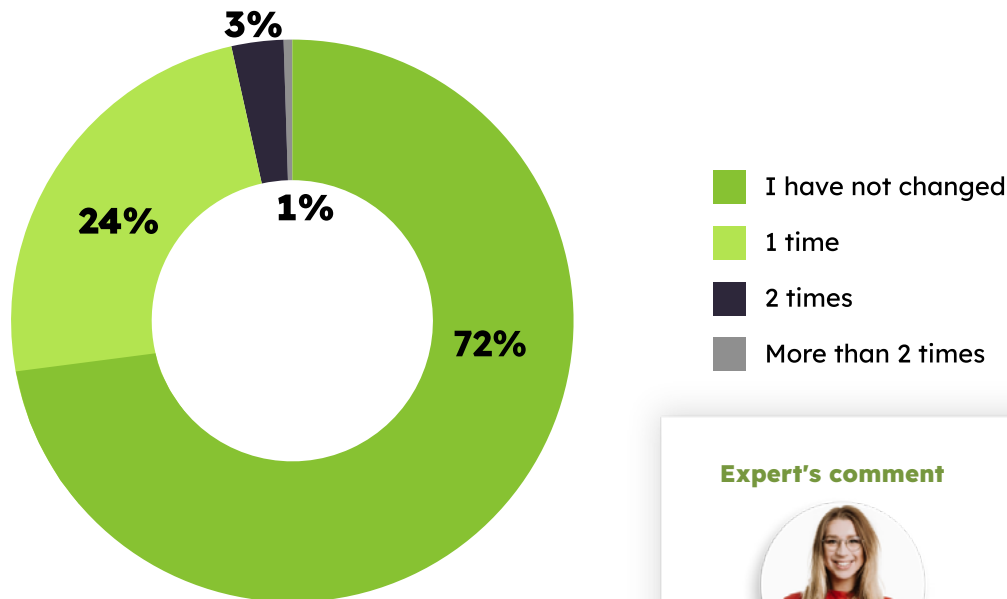
Source: Own elaboration based on data from an online survey conducted between September and November 2023

3%
1%
24%
72%

- I have not changed
- 1 time
- 2 times
- More than 2 times

Comparison with 2022

IT specialists changed jobs in 2023 by 8 percentage points less compared to 2022.

Expert's comment

Anika Osmólska
Head of People and Culture w TRAFFIT

„Comparing data from 2022 and 2023, there is a decrease of 8 pp. in the frequency of changing a job. This phenomenon is not surprising when you look at the uncertain situation on the labor market that has been taking place since the beginning of 2022. The IT industry has also become uncertain and employees are becoming more and more cautious when deciding to change employers. This is because often the fact of receiving a higher salary as a result of joining a new employer is no longer so certain, and therefore, the uncertain future does not seem worth taking such steps. Therefore, people working in IT seem to prefer to wait out this period of layoffs and job cuts in favor of stability in the company in which they currently work."

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2.1. **Job change**

Top 5 reasons for the last job change

Source: Own elaboration based on data from an online survey conducted between September and November 2023

- Inadequate salary: 19%
- Lack of development opportunity: 17%
- Desire to change: 13%
- Unsatisfactory projects: 11%
- Lack of promotion opportunity: 6%
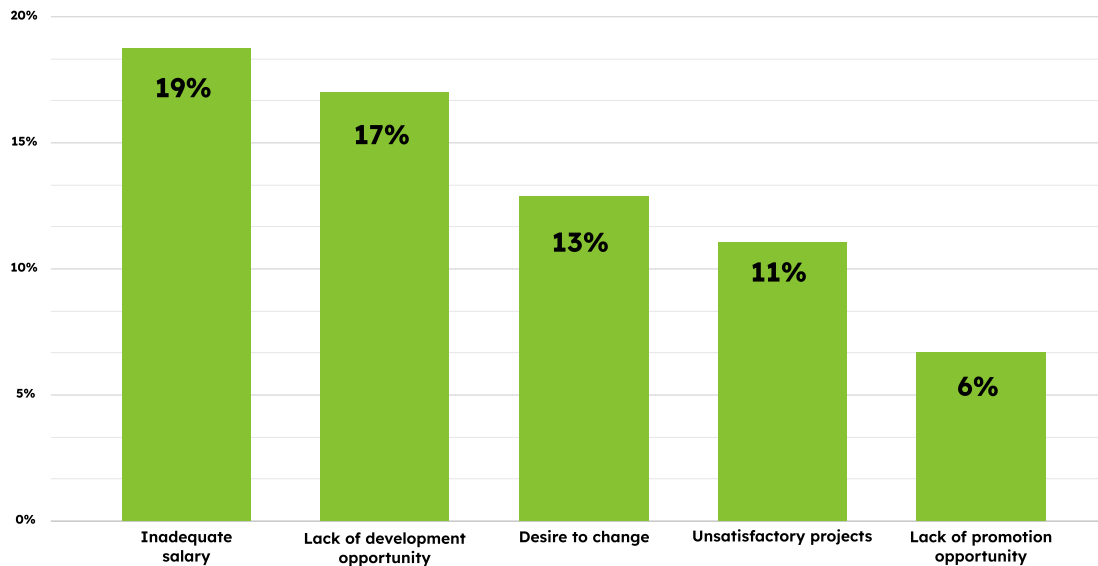
Expert's comment

„Candidates in the IT industry change jobs not only because of better salary or seeking new challenges, but also for other important reasons. Many of them strive to develop their skills and competencies in new technologies, which can be more difficult in... an environment where there is no room for innovation or learning. Secondly, the work culture and atmosphere in team are crucial, a toxic environment can cause employees to looking for more supportive jobs. The third reason is life balance professinal and private. Companies offering flexible working hours or the possibility of remote work may be more attractive. Finally, career and development opportunities may also be important inside the company, the lack of promotion or training prospects may discourage employees from long-term commitment."

Marta Barcicka

A graduate of the University of Wrocław. She completed postgraduate studies at the University of Social Sciences and Humanities in the field of Employee Potential Management and postgraduate studies at the University of Banking in the field of Project Management. She has over 15 years of experience in the HR area. Responsible for building a new business line related to IT outsourcing for one of the largest Polish banks. She managed the IT recruitment area at a global level in the game industry area. She cooperated with countries such as: Japan, USA, Ukraine, Germany, Israel, etc. She worked at the Central IT Center, where she was responsible for HR policy and strategy. Currently, the owner of the Neuron Cube training company. Lecturer at the Higher School of Business - NLU in Nowy Sącz.

Interesting fact

Inadequate remuneration and lack of development opportunities are the most important reasons for changing jobs for another year in a row.

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2.1. **Job change**

How did IT professionals get their last job? Most of them applied themselves via job portals (38% [4 pp. more than last year]), 20% used the referral program, and 18% were hired with the help of a recruitment agency.

Way of last job change

Source: Own elaboration based on data from an online survey conducted between September and November 2023

I applied using job boards	**38%**
I was recommended by friend	**20%**
I was contacted by a recruiter from a recruitment agency	**18%**
I was contacted by an internal recruiter	**13%**
I applied by myself using career tab	**7%**
Other	**4%**

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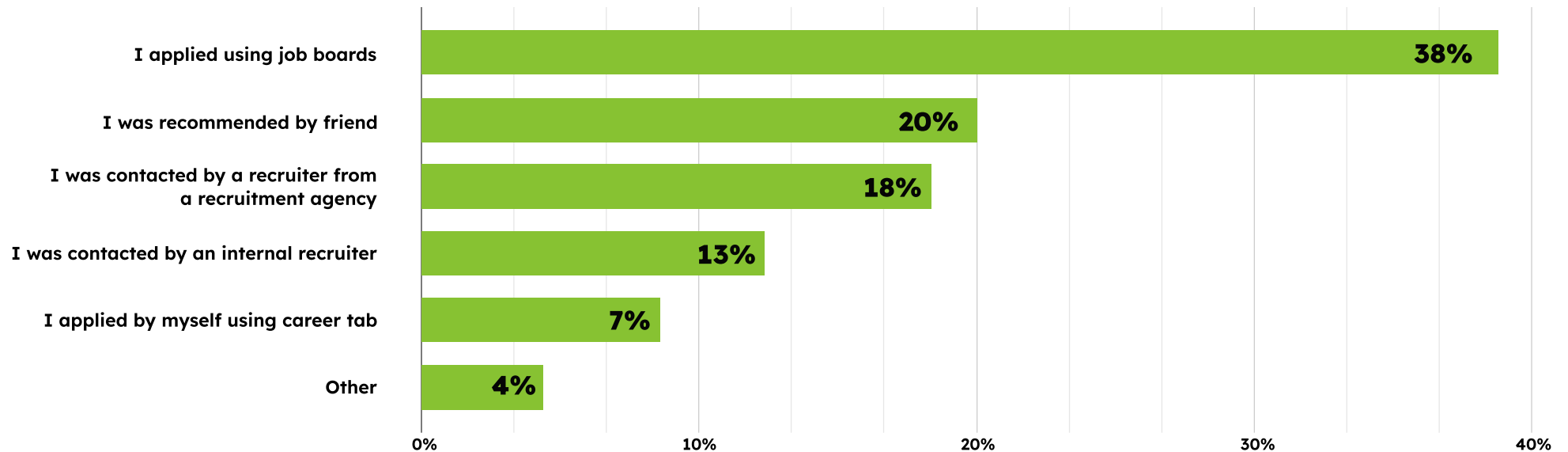
2.1. Job change

Way of last job change divided by seniority level

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Legend:
- I applied myself using job boards
- I was recommended by a friend
- I was contacted by a recruiter from the recruitment agency
- I was contacted by an internal recruiter
- I applied myself through the career tab

Junior: 61%, 24%, 3%, 8%, 4%
Mid: 43%, 18%, 15%, 14%, 10%
Senior: 31%, 20%, 25%, 18%, 6%
Expert: 30%, 24%, 31%, 10%, 5%
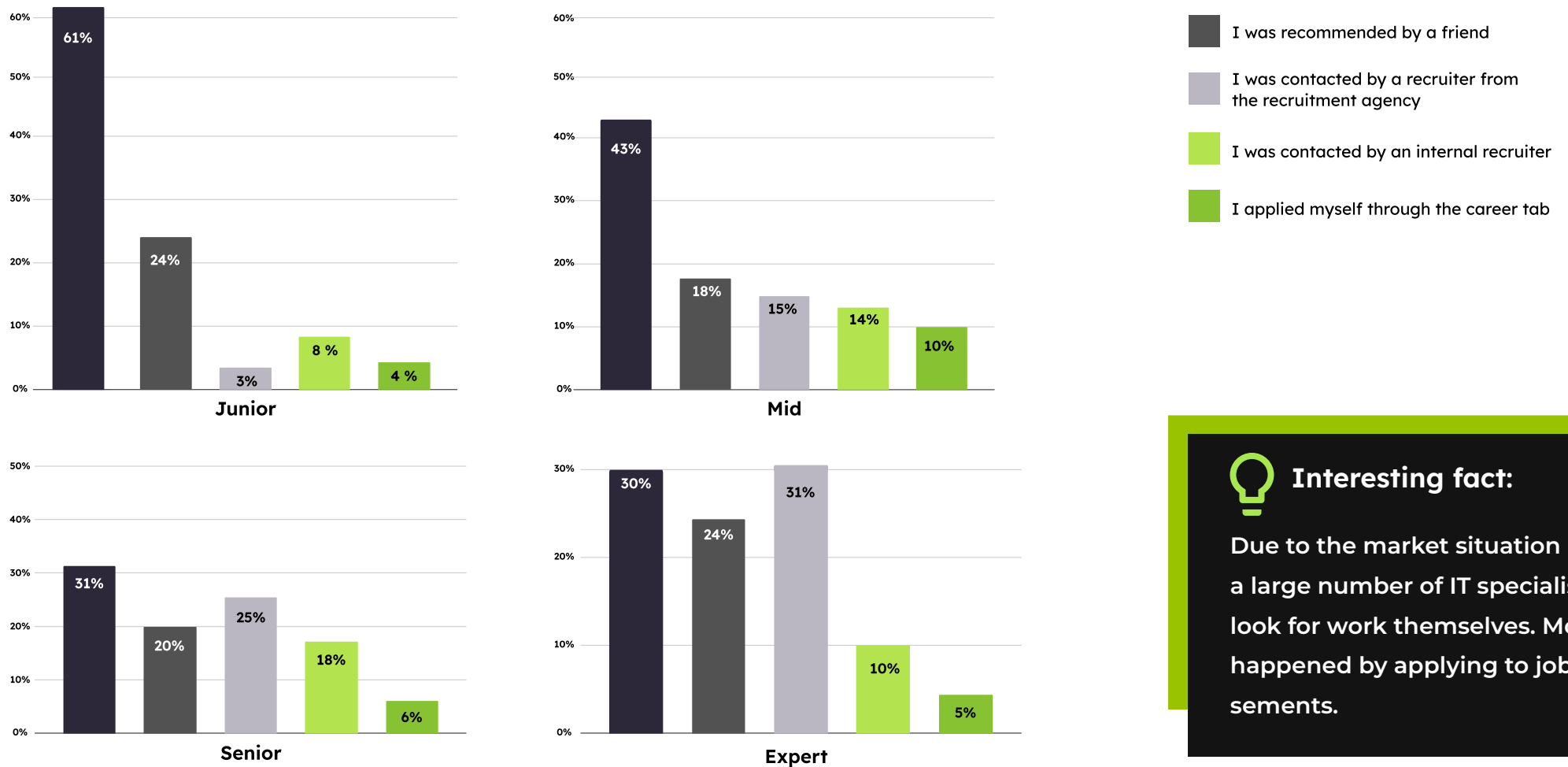
Interesting fact:

Due to the market situation in 2023, a large number of IT specialists had to look for work themselves. Most of it happened by applying to job advertisements.

2.1. Job change

Expert's comment

Paulina Gawlicka
Career Strategist, Owner of GawlickaPRO.com,
Co-founder: HR Klub Polska

„The year 2023 brings a clearly increased interest in job portals among candidates from all levels of professional experience. There is a noticeable trend in which career tabs on company websites are losing popularity in favor of industry-specific job portals. It seems that candidates increasingly prefer the ease of access and wealth of opportunities offered by job aggregators, where all information is available in one place. This may suggest that the prestige of the employer brand is no longer as important as it used to be, and candidates are guided by pragmatism in their choices and the diversity of offers.

In the context of internal recruitment, companies still value the effectiveness of employee referrals, although their impact seems to be slightly smaller than in previous years. This may reflect a general decline in the number of available IT positions.

Moreover, we are observing a trend of reduced demand for the services of recruitment agencies, with the exception of recruitment processes for Expert positions. The results regarding contacts with internal recruiters are also significant - observing numerous #opentowork posts on professional social networks such as LinkedIn since the beginning of 2023, a conclusion comes that the number of recruiters employed has decreased, which is very disturbing."

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2.2. **Current salary**

22% – on average, this is the amount of salary increase that IT specialists expect when changing jobs.

In our study, we checked whether the rates in the offers match the actual earnings of IT specialists. It turned out that in 2023, the average salary received was within the ranges offered in the job advertisements, **with the exception of Experts employed on B2B contract, who received higher earnings than that offered in the ranges.**

Average salary offered and received depending on seniority level

Source: Own elaboration based on data from an online survey conducted between September and November 2023 and itradar.io for 2023

Seniority level	Average min and max salary ranges in job advertisments*	Type of contract	Average received salary of respondents*	Received salary in relation to the ranges in the job advertisments
Trainee	4,000 zł - 5,377 zł	B2B	ND	ND
		UoP	ND	ND
Junior	6,400 zł - 9,533 zł	B2B	7,865 zł	✅
		UoP	6,869 zł	✅
Mid	13,500 zł - 19,740 zł	B2B	16,982 zł	✅
		UoP	15,916 zł	✅
Senior	20,071 zł - 27,930 zł	B2B	26,251 zł	✅
		UoP	23,381 zł	✅
Expert	21,694 zł - 30,049 zł	B2B	30,809 zł	⬆
		UoP	26,646 zł	✅

ND - no data

✅ - the received salary is within the specified range

⬆ - the received salary is higher than the maximum range

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

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2.2. **Current salary**

Expert's comment

Łukasz Zmywaczyk
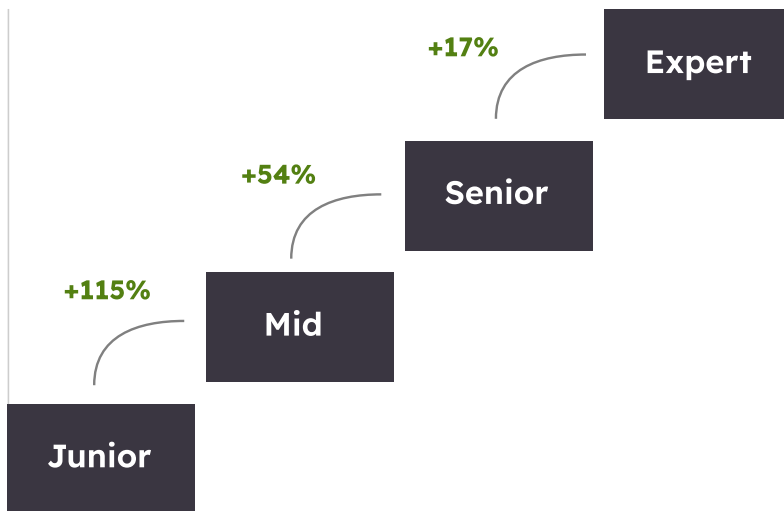Vice President @ Iyuno | MBA,
Software Development, AI

„The research results presented in the report are extremely interesting, especially in the context of the compliance of the rates declared in job offers with the actual earnings of IT specialists and their significant differences depending on professional experience. However, the case of experts employed on a B2B contract is particularly noteworthy, as they often negotiate higher salary than the upper limits announced in the job advertisements. The added value they are able to bring to the project/company seems to be a clear signal to younger colleagues about the importance of constantly developing skills and gaining experience, which opens the door to significantly better financial conditions."

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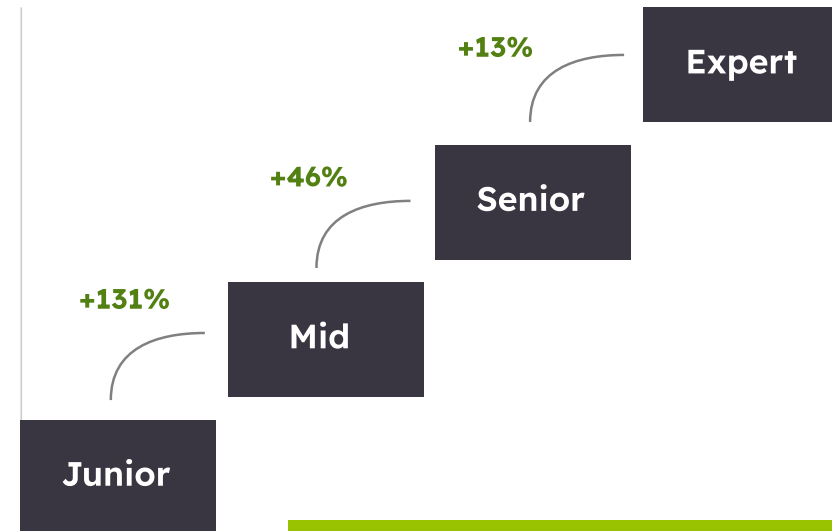# 2.2.2. Division into experience

Growth dynamics of the received salary

Source: Own elaboration based on data from an online survey conducted between September and November 2023 and itradar.io for 2023

B2B

+17% Expert

+54% Senior

+115% Mid

Junior

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

UoP

+13% Expert

+46% Senior

+131% Mid

Junior

🔍 **Interesting fact**
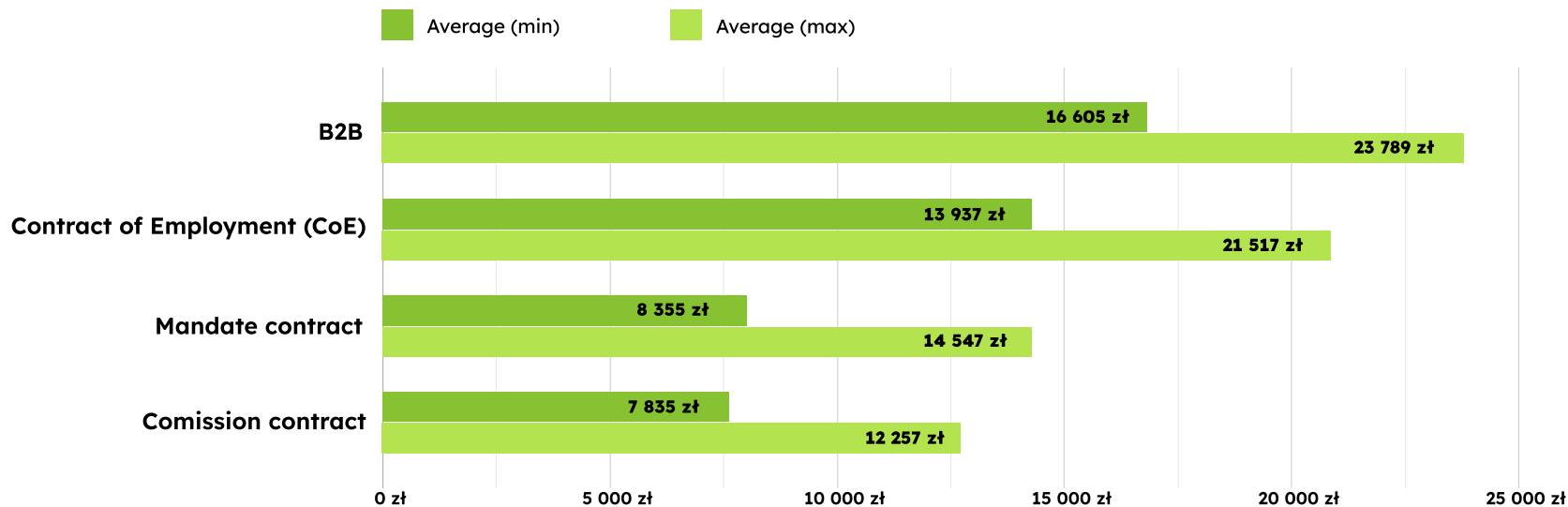
In 2023, visible salary ranges were included in 58% of job offers - this is only 2 pp. more than in the previous year.

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2.2.2. Division into the type of contract

When analyzing the salaries appearing in the advertisements in terms of the type of contract offered, we can see that the highest salary ranges appeared in the job advertisements where cooperation was on the basis of a B2B contract. In the case of salary based on an employment contract and a civil law contract, gross amounts are presented.

Average salaries offered depending on the type of contract

Source: Own elaboration based on data from itradar.io for 2023

	Average (min)	Average (max)
B2B	16 605 zł	23 789 zł
Contract of Employment (CoE)	13 937 zł	21 517 zł
Mandate contract	8 355 zł	14 547 zł
Comission contract	7 835 zł	12 257 zł

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2.2.2. Division into the type of contract

Every second respondent working on a B2B contract indicated that the employer offers paid days without the need to provide services („paid leave"). The result was very similar in 2022.

Having paid days without the need to provide services („paid leave") on a B2B contract

Source: Own elaboration based on data from an online survey conducted between September and November 2023 and itradar. io for 2023

47%   53%

■ Yes
■ No

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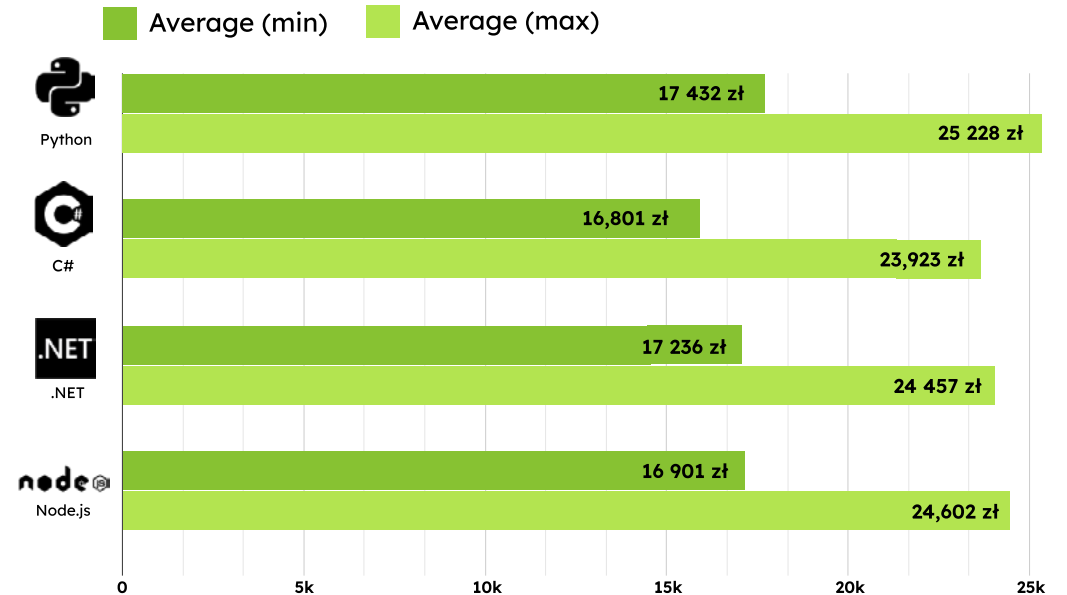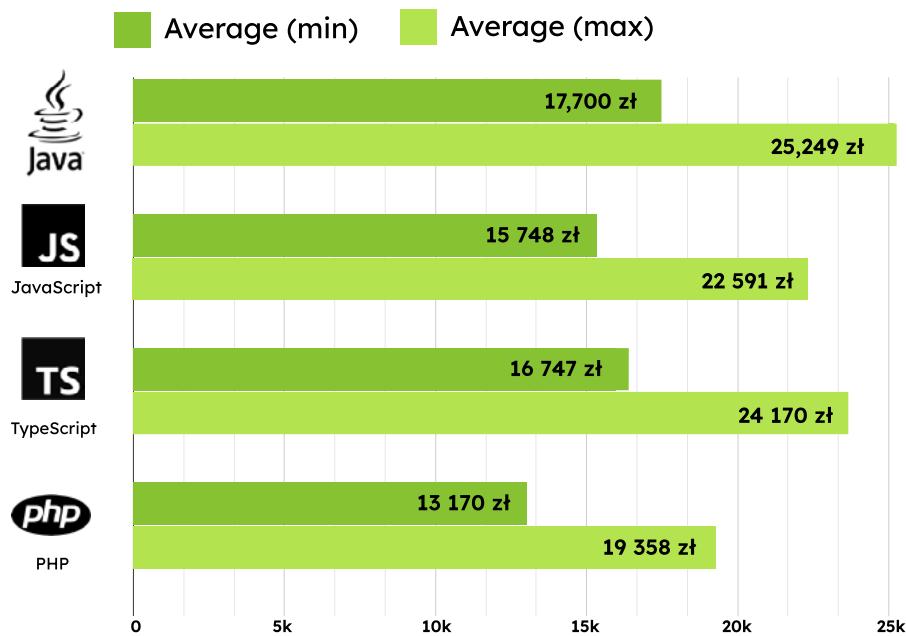PROFESSIONALS
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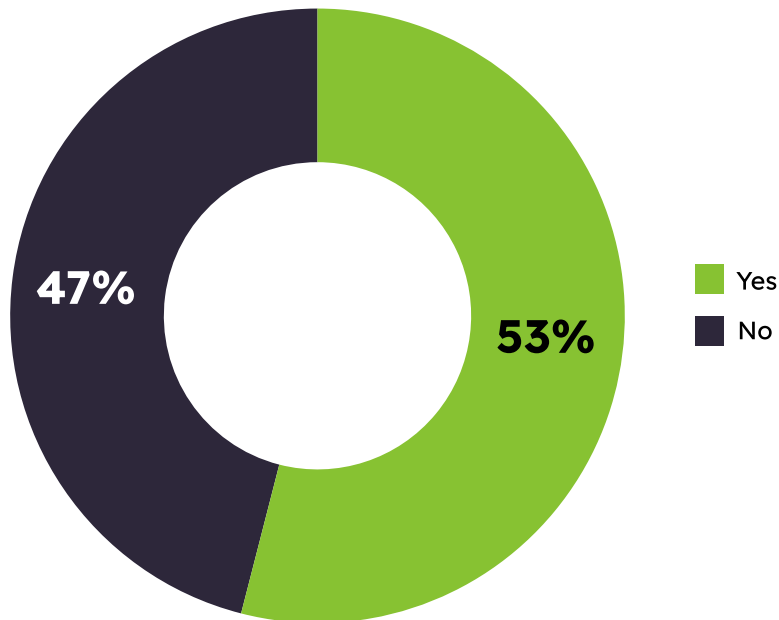
2.2.3. Division into technologies

We checked 16 selected technologies in terms of average salaries offered. People who mentioned knowledge of the following technologies or tools could count on the highest remuneration in the list below: Google Cloud Platform, Amazon Web Services and Azure.

Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2023

Average (min)   Average (max)

Java
17,700 zł
25,249 zł

JavaScript
15 748 zł
22 591 zł

TypeScript
16 747 zł
24 170 zł

PHP
13 170 zł
19 358 zł

Average (min)   Average (max)

Python
17 432 zł
25 228 zł

C#
16,801 zł
23,923 zł

.NET
17 236 zł
24 457 zł

Node.js
16 901 zł
24,602 zł

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2.2.3. Division into technologies

Average salaries offered depending on the skills

Source: Own elaboration based on data from itradar.io for 2023

■ Average (min) ■ Average (max)

SQL
- 15 888 zł
- 22 695 zł

C++
- 16 494 zł
- 25 168 zł

■ Average (min) ■ Average (max)

AWS
- 18 365 zł
- 26 298 zł

Azure
- 18 025 zł
- 25,726 zł

GCP
- 18 602 zł
- 26 555 zł

■ Average (min) ■ Average (max)

React
- 17 091 zł
- 24 400 zł

Angular
- 16 764 zł
- 23 861 zł

Vue
- 14 853 zł
- 21 948 zł
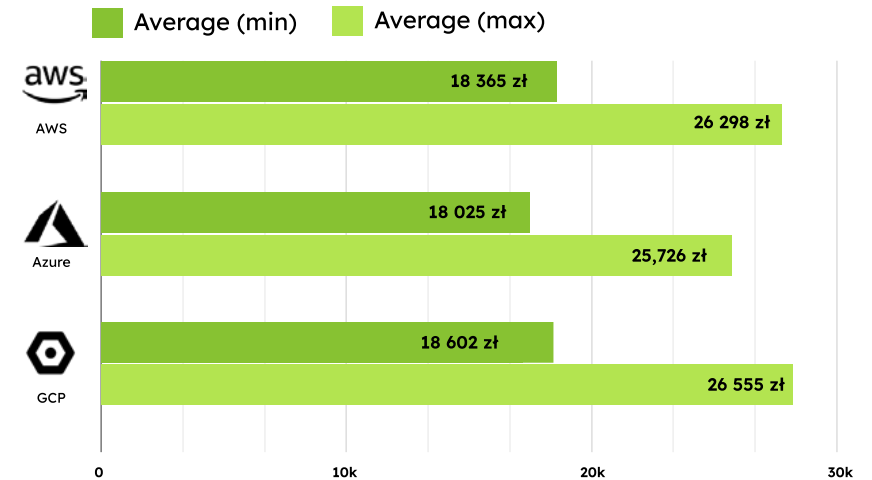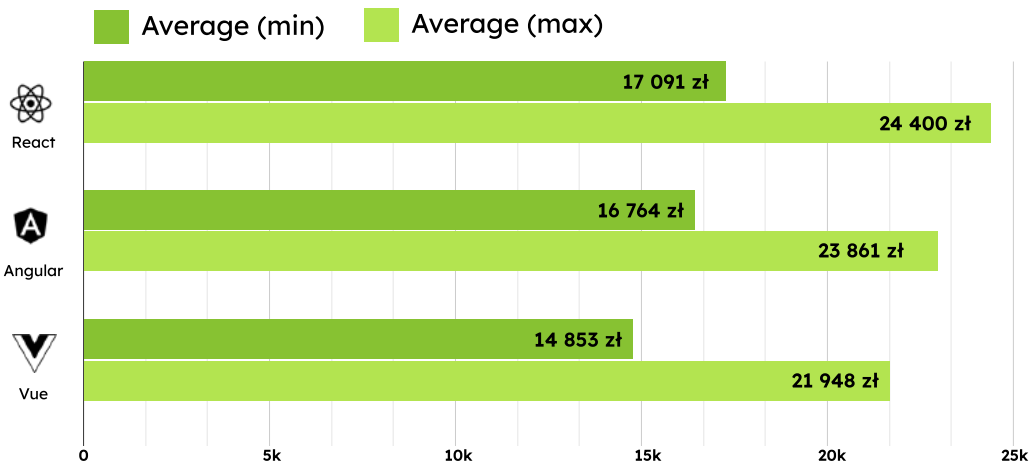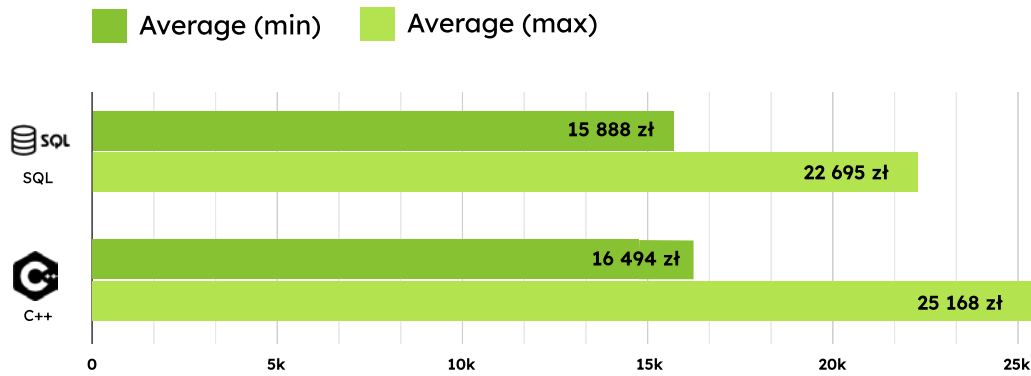
2.2.3. Division into technologies

Knowledge of what technologies did employers most often look for in potential employees? SQL comes first, followed by Python, Java, Docker, AWS and Azure.
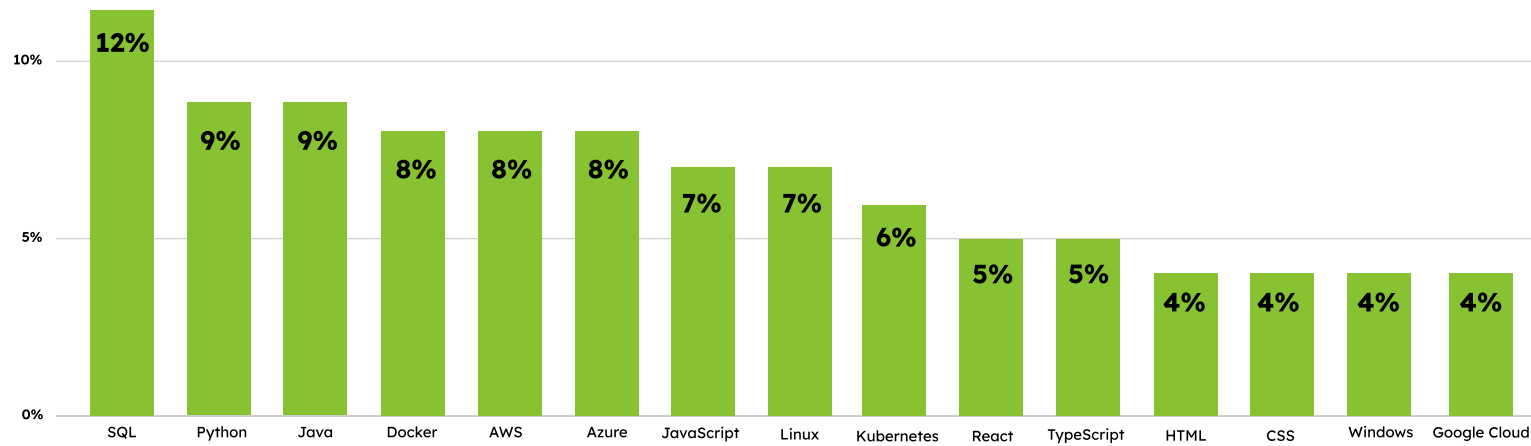
The share of technology in job offers

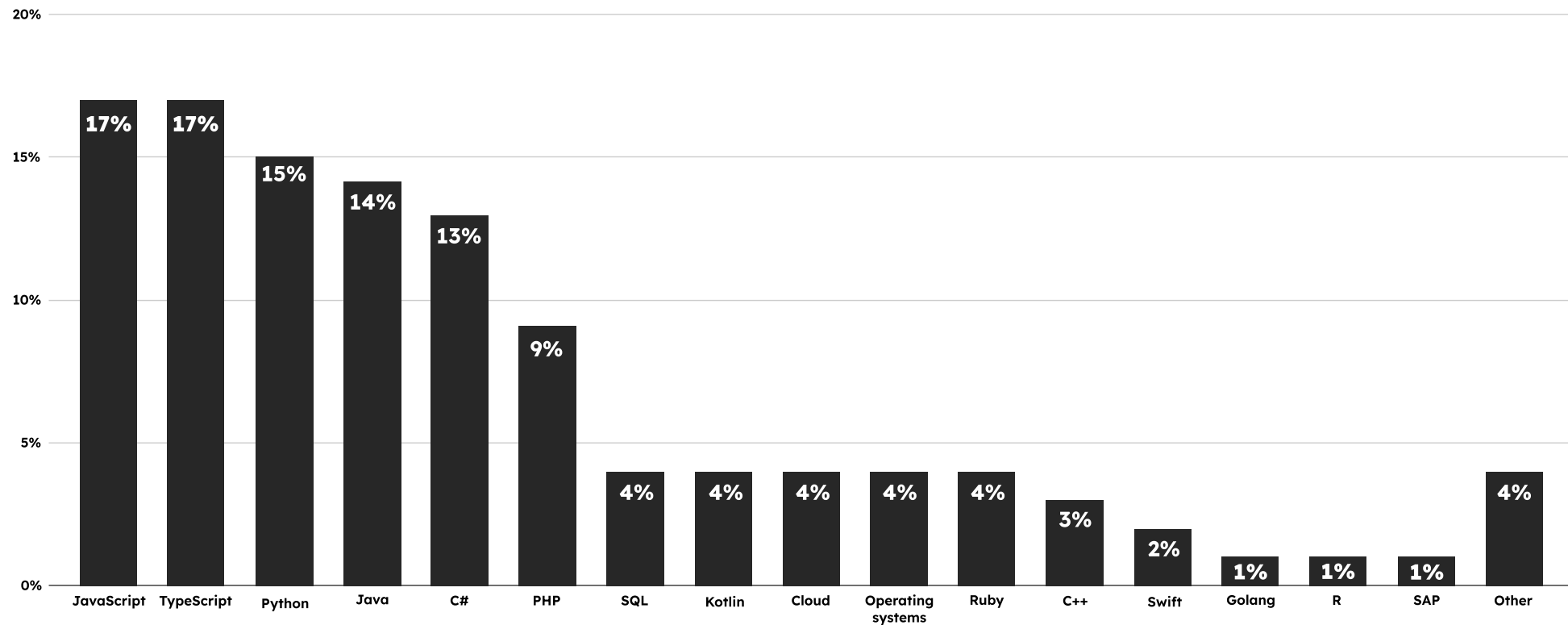Source: Own elaboration based on data from itradar.io for 2023

2.2.3. Division into technologies

The top 5 most frequently used technologies by surveyed IT specialists included JavaScript, TypeScript, Python, Java and C#.

Areas in which the respondents specialize

Source: Own elaboration based on data from an online survey conducted between September and November 2023

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2.2.3. **Division into technologies: Java**

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
Java	Junior	6,494 zł - 11,255 zł
	Mid	13,066 zł - 21,640 zł
	Senior	18,867 zł - 28,625 zł
	Expert	21,714 zł - 32,830 zł

Technology	Seniority level	Type of contract	Average recieved salary*
Java	Junior	B2B	8,428 zł
		CoE	7,531 zł
	Mid	B2B	17,132 zł
		CoE	16,278zł
	Senior	B2B	26,743 zł
		CoE	24,994 zł
	Expert	B2B	34,900 zł
		CoE	29,053 zł

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

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2.2.3. Division into technologies: .NET

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
.NET	Junior	6,548 zł - 11,073 zł
	Mid	12, 601 zł - 20,593 zł
	Senior	17,881 zł - 27,199 zł
	Expert	22,188 zł - 33,705 zł

Technology	Seniority level	Type of contract	Average recieved salary*
.NET	Junior	B2B	7,721 zł
		CoE	6,900 zł
	Mid	B2B	17,833 zł
		CoE	16,442 zł
	Senior	B2B	25,386 zł
		CoE	23,500 zł
	Expert	B2B	28,621 zł
		CoE	26,477 zł

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

2.2.3. Division into technologies: Ruby

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
Ruby	Junior	5,765 zł - 9,224 zł
	Mid	15,141 zł - 22,053 zł
	Senior	18,033 zł - 28,899 zł
	Expert	22,597 zł - 31,308 zł

Technology	Seniority level	Type of contract	Average recieved salary*
Ruby	Junior	B2B	7,914 zł
		CoE	6,667 zł
	Mid	B2B	16,948 zł
		CoE	15,112 zł
	Senior	B2B	25,903 zł
		CoE	23,396 zł
	Expert	B2B	30,100 zł
		CoE	26,732 zł

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

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2.2.3. Division into technologies: C++

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
	Junior	6,407 zł - 10,809 zł
	Mid	13,764 zł - 23,940 zł
	Senior	18,213 zł - 28,770 zł
	Expert	20,415 zł - 31,662 zł

Technology	Seniority level	Type of contract	Average recieved salary*
	Junior	B2B	7,153 zł
		CoE	6,327 zł
	Mid	B2B	16,019 zł
		CoE	15,320 zł
	Senior	B2B	22,528 zł
		CoE	20,181 zł
	Expert	B2B	26,943 zł
		CoE	23,152 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

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2.2.3. Division into technologies: PHP

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
PHP	Junior	5,508 zł - 9,243 zł
	Mid	10,645 zł - 17,415 zł
	Senior	16,316 zł - 24,314 zł
	Expert	22,848 zł - 35,818 zł

Technology	Seniority level	Type of contract	Average recieved salary*
PHP	Junior	B2B	6,962 zł
		CoE	6,013 zł
	Mid	B2B	16,100 zł
		CoE	15,275 zł
	Senior	B2B	23,368 zł
		CoE	20,587 zł
	Expert	B2B	26,820 zł
		CoE	24,200 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

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2.2.3. Division into technologies: Python

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
Python	Junior	7,037 zł - 11,315 zł
	Mid	13,435 zł - 21,717 zł
	Senior	17,758 zł - 29,226 zł
	Expert	20,341 zł - 31,332 zł

Technology	Seniority level	Type of contract	Average recieved salary*
Python	Junior	B2B	8,538 zł
		CoE	7,143 zł
	Mid	B2B	17,169 zł
		CoE	16,015 zł
	Senior	B2B	25,308 zł
		CoE	22,799 zł
	Expert	B2B	31,425 zł
		CoE	26,356 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

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2.2.3. Division into technologies: JavaScript

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
JS JavaScript	Junior	6,207 zł - 10,262 zł
	Mid	11,774 zł - 19,140 zł
	Senior	17,903 zł - 26,945 zł
	Expert	21,668 zł - 32,467 zł

Technology	Seniority level	Type of contract	Average recieved salary*
JS JavaScript	Junior	B2B	7,900 zł
		CoE	6,665 zł
	Mid	B2B	16,690 zł
		CoE	15,957 zł
	Senior	B2B	29,989 zł
		CoE	25,689 zł
	Expert	B2B	33,083 zł
		CoE	28,500 zł

*B2B: net on the invoice, excluding VAT

CoE: gross

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2.2.3. Division into technologies: Node.js

Technology and the average offered and received salary

Source: Own elaboration based on data from itradar.io for 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Technology	Seniority level	Average offered salary
Node.js	Junior	6,242 zł - 10,290 zł
	Mid	12,312 zł - 20,162 zł
	Senior	17,811 zł - 27,542 zł
	Expert	23,316 zł - 32,982 zł

Technology	Seniority level	Type of contract	Average recieved salary*
Node.js	Junior	B2B	8,300 zł
		CoE	7,923 zł
	Mid	B2B	17,961 zł
		CoE	16,100 zł
	Senior	B2B	30,786 zł
		CoE	25,900 zł
	Expert	B2B	34,579 zł
		CoE	28,700 zł

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

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2.3.1. Satisfaction with the salary received

About 59% of respondents indicated that they were satisfied or very satisfied with their current salary.

Satisfaction with the salary received

Source: Own elaboration based on data from an online survey conducted between September and November 2023

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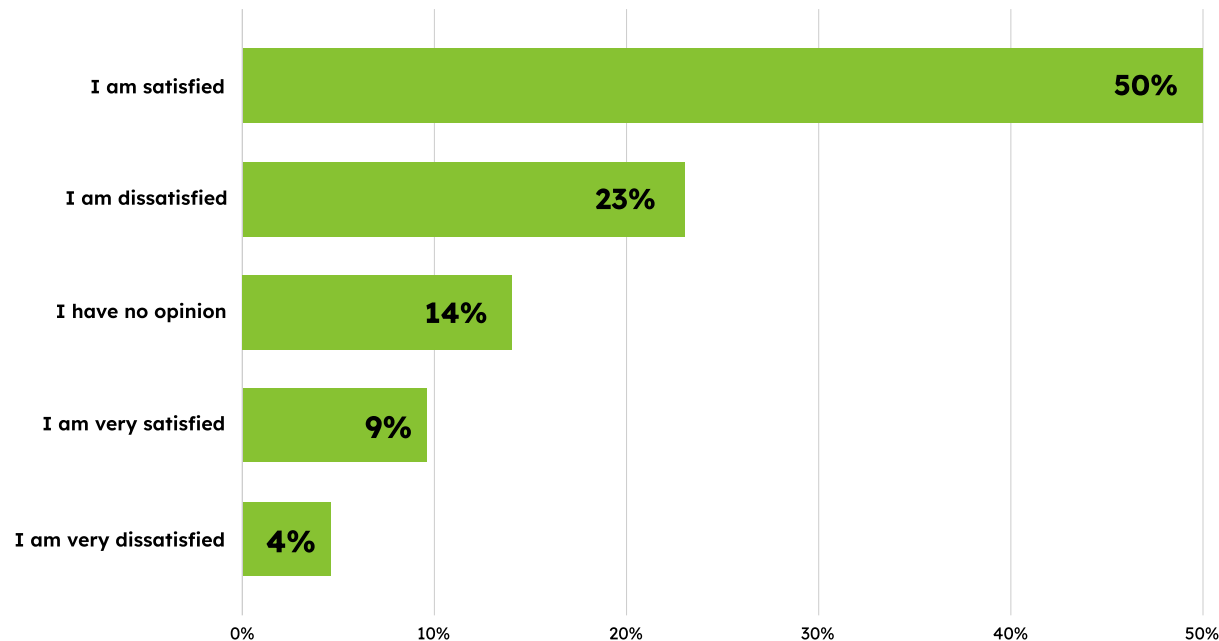
2.3.1. Satisfaction with the salary received

Most people are still satisfied (over 60%), and 1/4 are dissatisfied. The remaining respondents marked the answer "I have no opinion".

Satisfaction with the salary received and seniority level

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Comparison with 2022

As many as **75% of Juniors indicated they were satisfied or very satisfied with their salary** (a year ago only **51%**).

2.3.2. Currency of salary

In Poland, 90% of IT specialists earn in Polish zloty, although only 48% of them indicate the Polish zloty as their preferred currency (compared to 34% in 2022). This means that a large number of people working in IT receive remuneration in Polish zlotys, even though they would prefer to earn money in another currency.

Present currency of the salary received

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Legend:
- PLN
- EUR
- USD
- Other

Values: 6%, 3%, 1%, 90%
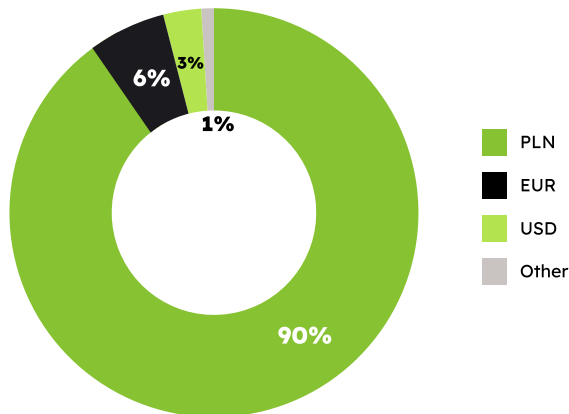
Preferred currency of the salary received

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Legend:
- PLN
- USD
- EUR
- GBP
- Other

Values: 2%, 2%, 35%, 48%, 13%
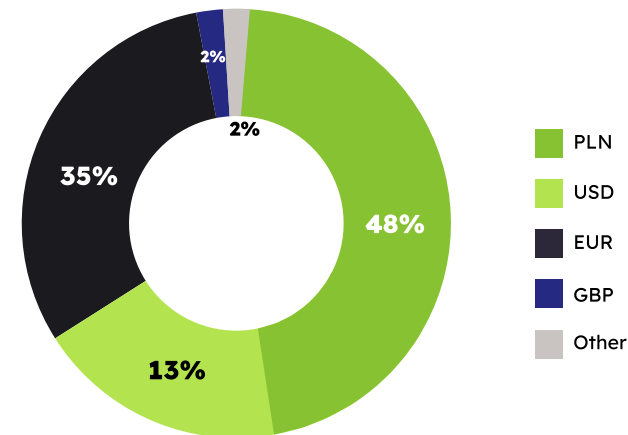
🔍 **Comparision with 2022**

The number of people who prefer to pay in a currency other than PLN is gradually decreasing. When it comes to foreign currency preferences, the most popular is the Euro, chosen by 35% of respondents (up from 31% in 2022), followed by the US Dollar, preferred by 13% of people, representing a decline in preference compared to previous year.

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2.3.2. Currency of salary

Expert's comment

„The survey results may suggest that approximately every tenth specialist works for a foreign company based outside Poland. In this case, we are most often talking about hybrid work, sometimes remote work. When reading the data, however, it is worth bearing in mind that there are IT companies in Poland that also pay their employees salaries in foreign currencies. Why? This is simply what specialists expect. As many as 52% of them prefer the so-called hard foreign currency (EUR, USD), which can still be a differentiator in the Polish market in terms of employing the best. Despite a decline of 14 pp. compared to the previous year, a significant willingness to receive salary in a foreign currency can still be observed."

Piotr Mieczkowski
Managing Director, Digital Poland Foundation

digital**poland**

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2.3.3. The expected value of the raise when changing jobs

Respondents generally declared satisfaction with their earnings, but despite this, as many as 77% indicated that they were open to changing their job in the near future. Moreover, as many as (51%) are ready to change their job if they receive an interesting offer. It is worth mentioning that "inadequate salary", just like last year, was the most frequently mentioned reason for the last job change (19%). This year, the top 5 most common reasons included lack of development opportunities. And conflict or mismatch with the supervisor dropped to 6th place.

Willingness to change jobs

Source: Own elaboration based on data from an online survey conducted between September and November 2023

- **51%** — **I can** change my job if I get an interesting job offer
- **23%** — **I definetly do not want** to change my job in the next 12 months
- **14%** — **I want to** change my job now
- **12%** — **I plan to** change my job in the next 12 months
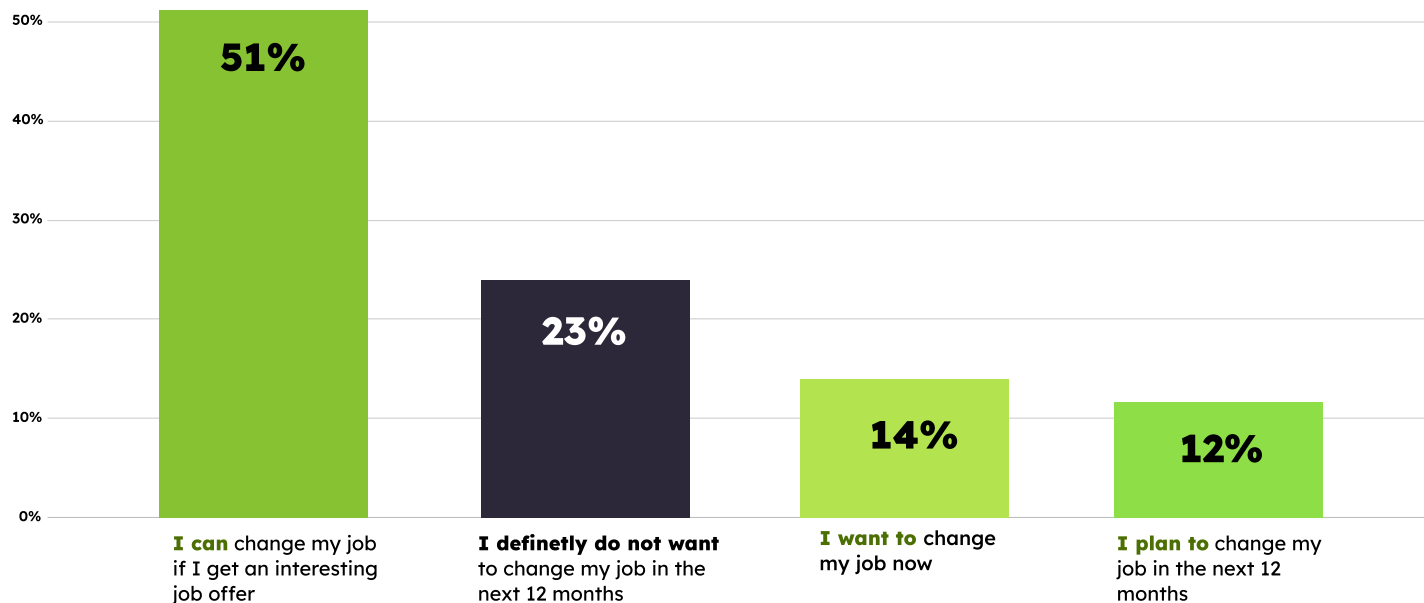
2.3.3. The expected value of the raise when changing jobs

IT specialists employed in B2B and UoP expect a salary increase of 22% on average when changing jobs (their requirements decreased by 3 percentage points). The highest expectations (30%) regarding an increase in the current salary have people with over 10 years of experience (level: Expert) who cooperate on a B2B basis.

Willingness to change jobs

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Seniority level	Type of contract	Average salary*	Expected salary after the job change*	% of the expected salary increase when changing a job
Trainee	B2B	ND	ND	ND
	CoE	ND	ND	ND
Junior	B2B	7,865 zł	9,123 zł	16%
	CoE	6,869 zł	8,036 zł	17%
Mid	B2B	16,982 zł	20,548 zł	21%
	CoE	15,916 zł	18,780 zł	18%
Senior	B2B	26,251 zł	33,338 zł	27%
	CoE	23,381 zł	28,291 zł	21%
Expert	B2B	30,809 zł	40,051 zł	30%
	CoE	26,646 zł	33,840 zł	27%

*B2B: net on the invoice, excluding VAT
CoE: gross
ND no data

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2.3.4. Pay raises and bonuses

Almost every second IT specialist received a raise in 2023. Most of it was in the form of a discretionary bonus (59% now, it was 51% in 2022), the value of which is not derived from the achievement of specific goals, or established bonus (36% now, it was 43%), the value of which is directly derived from the achievement of specific goals. 7% of respondents indicated that they could count on a "different" type of bonus.

Percentage of respondents who got a pay raise in 2023

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Category	Value
Senior (4 - 10 years of experience)	52%
Mid (2 - 4 years of experience)	51%
Junior (up to 2 years of experience)	45%
Expert (over 10 years of experience)	44%
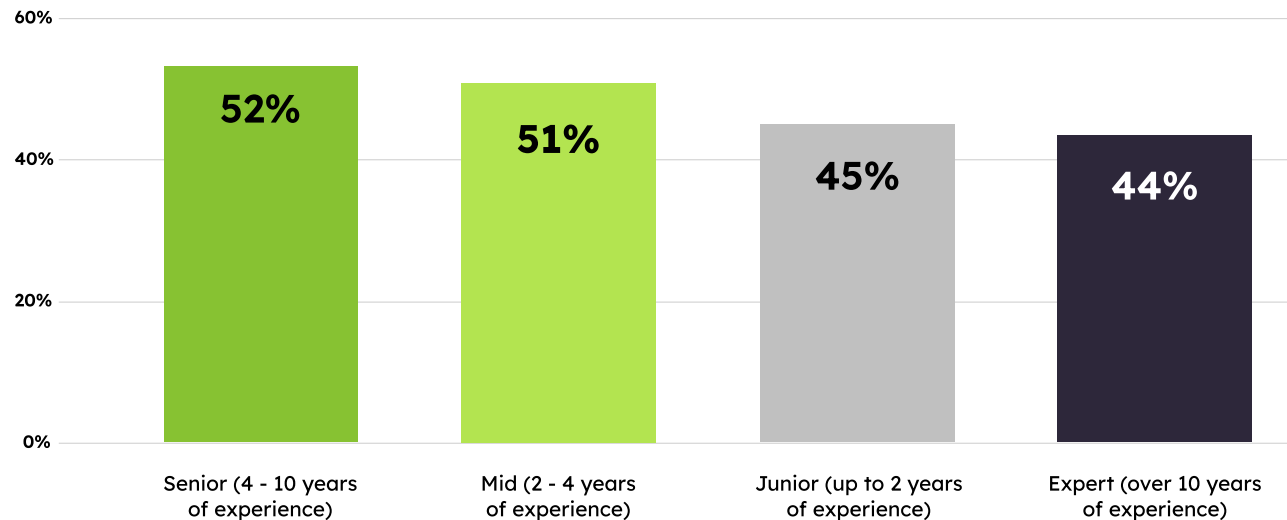
Comparison with 2022

In 2023, fewer IT specialists received raises. Senior: decrease by 2 pp. Expert: decrease by 7 pp. Mid: similar level to last year. Juniors: there was an increase of 4 percentage points. This may mean that there were fewer job offers and greater competition, but those who were hired were appreciated.

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2.3.4. Pay raises and bonuses

Frequency of receiving bonuses

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Category	Value
Never	55%
Once a year	34%
Once per quarter	7%
Once a month	2%
After the end of the project	2%
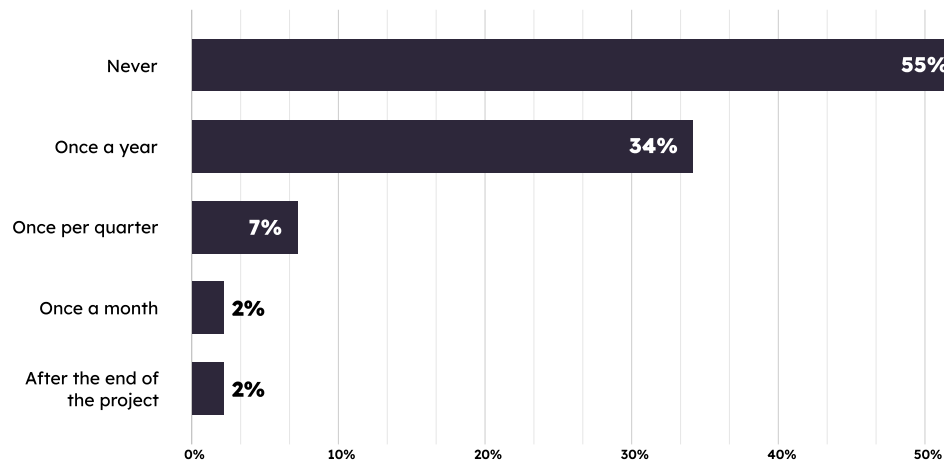
Types of bonuses received

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Type	Value
Discretionary	59%
Established	36%
Other	7%

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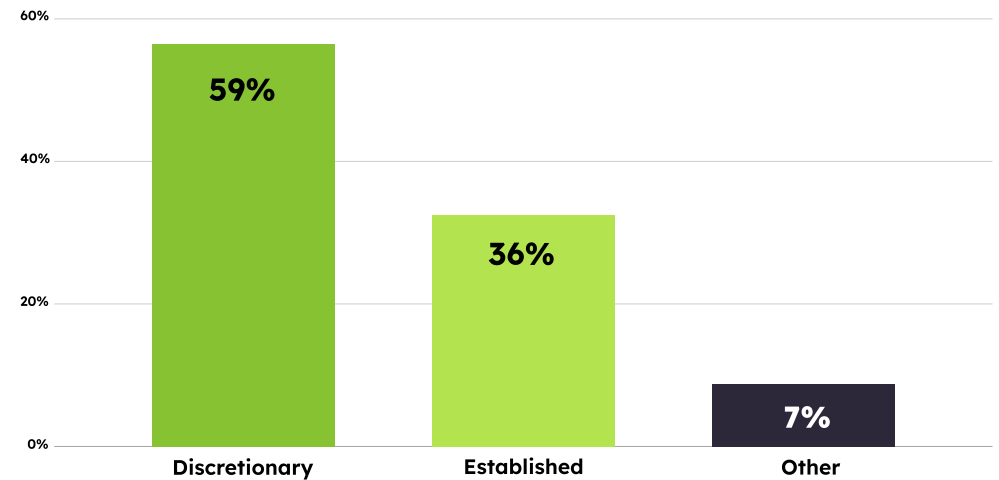
2.3.4. Pay raises and bonuses

Value of the expected bonus on the scale of annual salary based on experience level

Source: Own elaboration based on data from an online survey conducted between September and November 2023
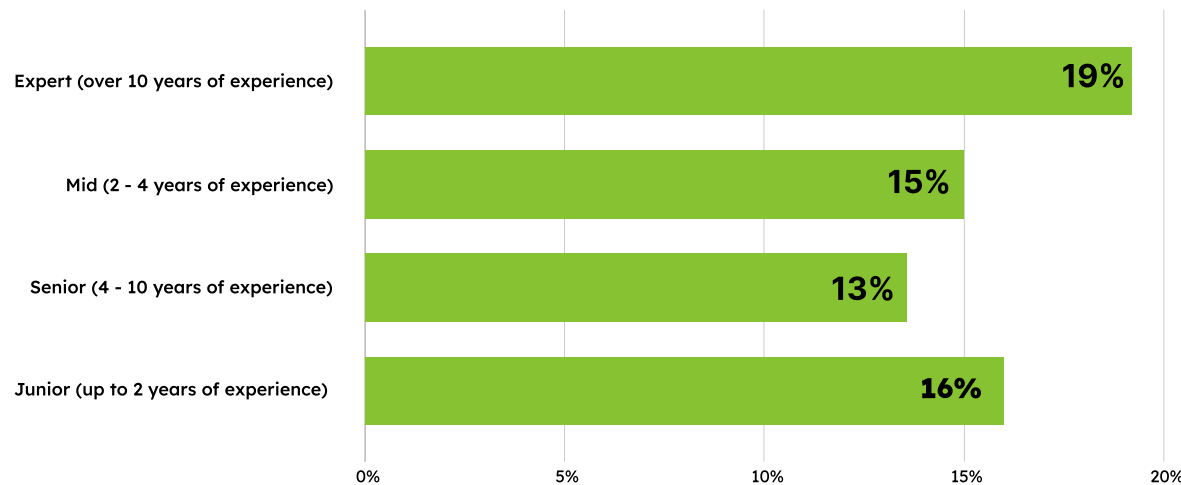
Interesting fact

Fewer IT specialists received a bonus in 2023 (by 7 percentage points), compared to 2022. According to respondents, the amount of the annual bonus should average 15% of the annual salary. The requirements for the expected bonus per year have decreased compared to 2022.

3. Sought-after IT specialists

In 2023, the most sought-after specialists were Quality Assurance (QA) Engineer, DevOps Engineer, Fullstack Developer, Data Scientist, Frontend Developer, Administrator and System Architect.

Share of offers by role/area

Source: Own elaboration based on data from itradar.io for 2023
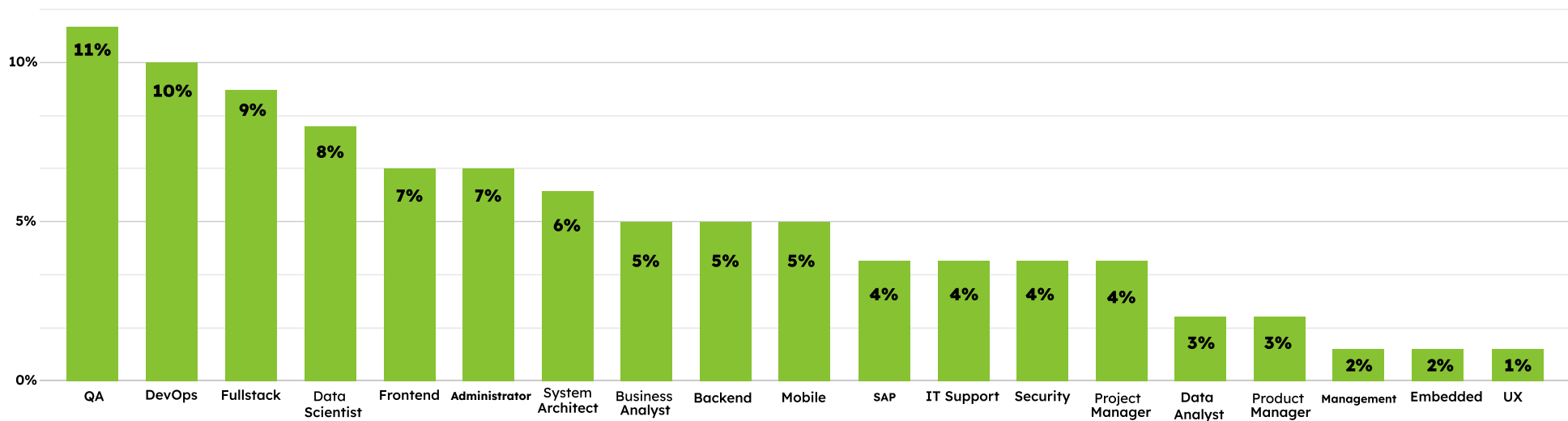
3. Sought-after IT specialists

Share of offers based on seniority level

Source: Own elaboration based on data from itradar.io for 2023

Role / Area	Seniority level	Share of offers
Quality Assurance (QA) Engineer	Junior	8%
	Mid	48%
	Senior	29%
	Expert	1%
Frontend Developer	Junior	6%
	Mid	42%
	Senior	43%
	Expert	1%
DevOps Engineer	Junior	4%
	Mid	41%
	Senior	44%
	Expert	1%
Fullstack Developer	Junior	3%
	Mid	40%
	Senior	48%
	Expert	1%

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3. Sought-after IT specialists

Share of offers based on seniority level

Source: Own elaboration based on data from itradar.io for 2023

Role / Area	Seniority level	Share of offers
Mobile Developer	Junior	4%
	Mid	43%
	Senior	43%
	Expert	1%
Data Scientist	Junior	4%
	Mid	38%
	Senior	45%
	Expert	1%
Backend Developer	Junior	3%
	Mid	43%
	Senior	46%
	Expert	1%

Interesting fact

The largest percentage of offers in 2023 can be observed for the position of QA Engineer at the Mid level (48%), Senior Fullstack Developer (48%) and Senior Backend Developer (46%).

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3.1. Quality Assurance (QA) Engineer

In 2023, 11% of job offers were addressed to people in the position of Quality Assurance (QA) Engineer. (Decrease by 4 percentage points compared to 2022).

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2023

Role / area	Seniority level	Salary ranges (min - max)*
Quality Assurance (QA)	Junior	6 504 zł - 9 587 zł
	Mid	11 970 zł - 17 906 zł
	Senior	17 334 zł - 23 848 zł
	Expert	17 617 zł - 27 399 zł

*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 2023

Role / area	Seniority level	Type of contract	Average received salary*
Quality Assurance (QA)	Junior	B2B	8,400 zł
		CoE	6,036 zł
	Mid	B2B	16,800 zł
		CoE	14,909 zł
	Senior	B2B	23,559 zł
		CoE	20,506 zł
	Expert	B2B	25,689 zł
		CoE	23,000 zł

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

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3.1. Quality Assurance (QA) Engineer

The top 3 skills that appeared most often in QA Engineer job offers were: Selenium, SQL and Java.

Top 10 skills appearing in job offers (QA Engineer)

Source: Own elaboration based on data from itradar.io for 2023

Selenium	SQL	Java	ISTQB	JavaScript
	Python	GIT	Postman	Cypress
				C#

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3.2. Frontend Developer

In 2023, 8% of job offers were addressed to people in the position of Frontend Developer. (Decrease by 4 pp. compared to 2022).

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2023

Role / area	Seniority level	Salary ranges (min - max)*
Frontend Developer	Junior	5 467 zł - 8 942 zł
	Mid	13 084 zł - 19 430 zł
	Senior	20 162 zł - 27 766 zł
	Expert	24 248 zł - 32 561 zł

*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 2023

Role / area	Seniority level	Type of contract	Average received salary*
Frontend Developer	Junior	B2B	8,123 zł
		CoE	6,900 zł
	Mid	B2B	17,210 zł
		CoE	16,050 zł
	Senior	B2B	30,100 zł
		CoE	25,000 zł
	Expert	B2B	33,736 zł
		CoE	26,300 zł

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

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3.2. Frontend Developer

The top skills that appeared most often in Frontend Developer job offers were: JavaScript, TypeScript, CSS and React.js.

Top 10 skills appearing in job offers (Frontend Developer)

Source: Own elaboration based on data from itradar.io for 2023

JavaScript	CSS	HTML	Vue.js	GraphQL
TypeScript	React.js	Angular		Docker
				REST API

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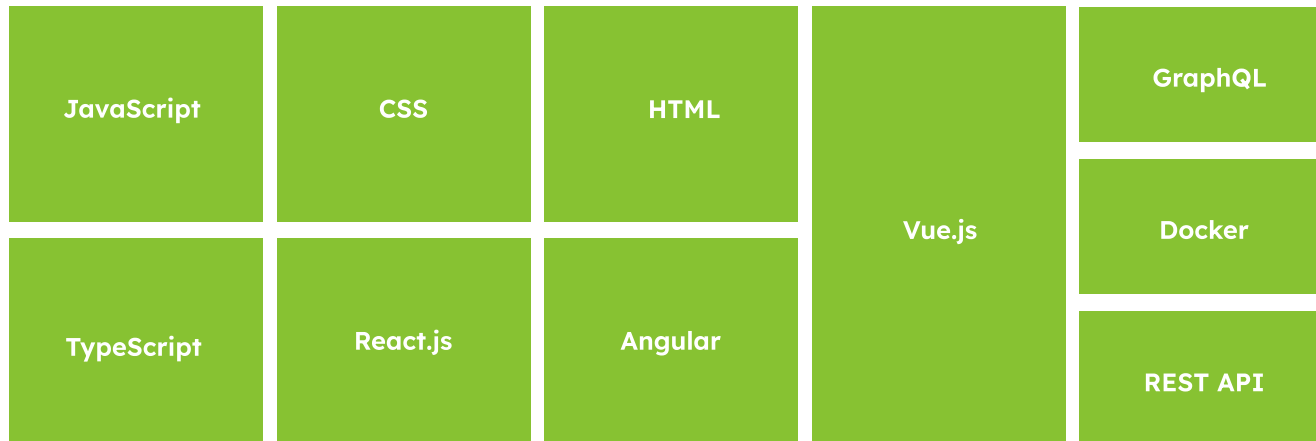
3.3. DevOps Engineer

In 2023, 10% of job offers were addressed to DevOps Engineer.

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2023

Role / area	Seniority level	Salary ranges (min - max)*
DevOps Engineer	Junior	8 059 zł - 11 780 zł
	Mid	16 493 zł - 23 629 zł
	Senior	21 928 zł - 30 764 zł
	Expert	22 741 zł - 33 237 zł

*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 2023

Role / area	Seniority level	Type of contract	Average received salary*
DevOps Engineer	Junior	B2B	9,500 zł
		CoE	7,543 zł
	Mid	B2B	18,200 zł
		CoE	16,270 zł
	Senior	B2B	33,863 zł
		CoE	26,400 zł
	Expert	B2B	38,333 zł
		CoE	29,922 zł

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

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3.3. DevOps Engineer

The top 3 skills that appeared most often in DevOps Engineer job offers were: Kubernetes, CI/CD and AWS.

Top 10 skills appearing in job offers (DevOps Engineer)

Source: Own elaboration based on data from itradar.io for 2023

Kubernetes	CI/CD	AWS	Python	Microsoft Azure
		Terraform	Docker	Bash
			Linux	Windows

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3.4. Mobile Developer

In 2023, 5% of job offers were addressed to people in the position of Mobile Developer (a decrease of 3 percentage points compared to 2022).

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2023

Role / area	Seniority level	Salary ranges (min - max)*
Mobile Developer	Junior	7 640 zł - 10 695 zł
	Mid	14 377 zł - 21 335 zł
	Senior	19 084 zł - 27 336 zł
	Expert	25 008 zł - 35 108 zł

*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 2023

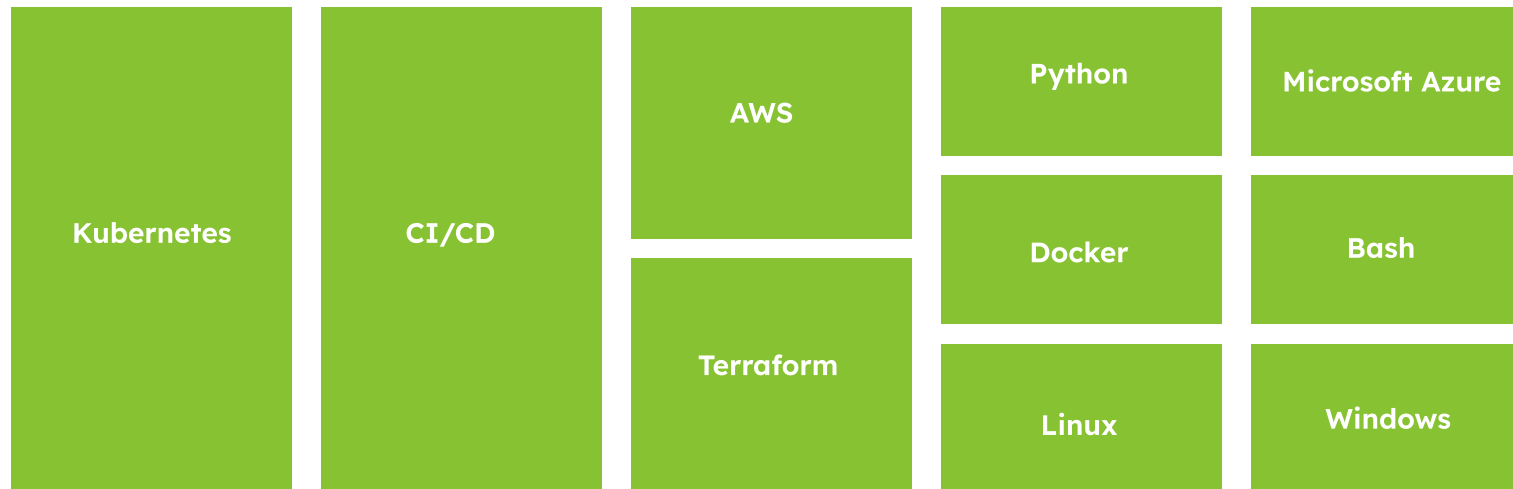| Role / area	Seniority level	Type of contract	Average received salary*
Mobile Developer	Junior	B2B	8,300 zł
		CoE	7,115 zł
	Mid	B2B	17,693 zł
		CoE	15,410 zł
	Senior	B2B	26,995 zł
		CoE	22,250 zł
	Expert	B2B	34,600 zł
		CoE	29,110 zł

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

3.4. Mobile Developer

The top 3 skills that appeared most often in Mobile Devrloper job offers were: Kotlin, Swift and Java.

Top 10 skills appearing in job offers (Mobile Developer)

Source: Own elaboration based on data from itradar.io for 2023

Kotlin

Java

React Native

iOS

JavaScript

Flutter

Swift

Android

Objective-C

TypeScript
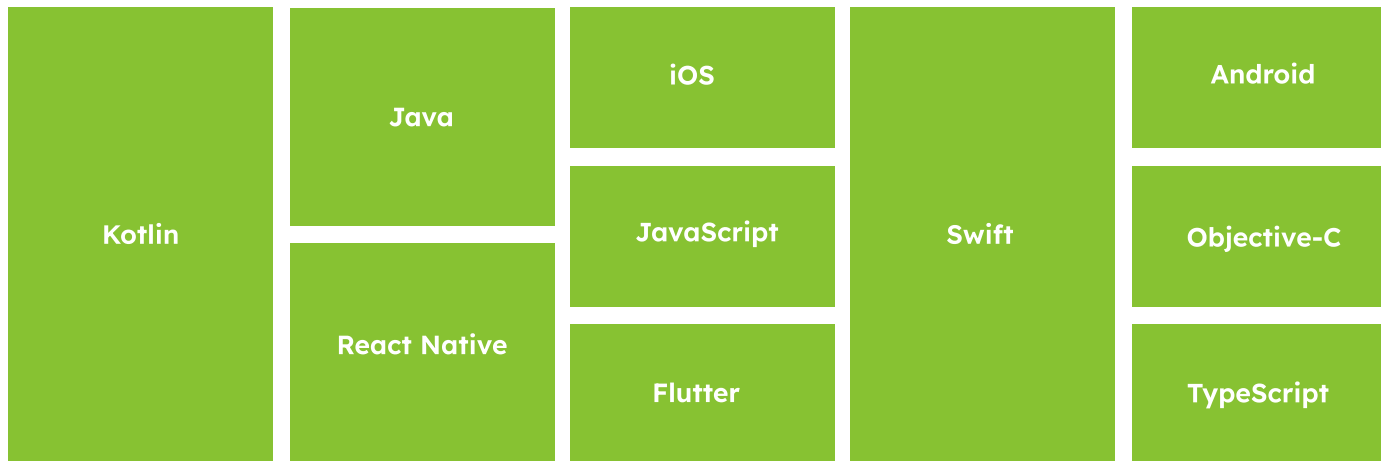
3.5. Data Scientist

In 2023, 8% of job offers were addressed to people in the position of Data Scientist (an increase of 3 percentage points compared to 2022).

Seniority level and the offered salary

Source: Own elaboration based on data from itradar.io for 2023

Role / area	Seniority level	Salary ranges (min - max)*
Data Scientist	Junior	7,510 zł - 11,828 zł
	Mid	15,954 zł - 23,228 zł
	Senior	21,667 zł - 30,146 zł
	Expert	22,065 zł - 30,856 zł

*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 2023

Role / area	Seniority level	Type of contract	Average received salary*
Data Scientist	Junior	B2B	9,736 zł
		CoE	8,910 zł
	Mid	B2B	18,700 zł
		CoE	15,087 zł
	Senior	B2B	31,477 zł
		CoE	25,012 zł
	Expert	B2B	35,700 zł
		CoE	27,000 zł

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

3.5. Data Scientist

Expert's comment

Jan Maria Kowalski

A manager with 20 years of experience in IT, developing R&D teams and implementing innovations in the field of automation, data analytics, AI and cloud services.

He is the author of probably the first hyperautomation strategy on the Polish market, which he successfully implemented in a large universal bank.

Involved in the development of artificial intelligence and open language models in Poland (speakleash.org).

„Looking at the report, and in particular at the number of offers for the Data Science specialization (an increase of only 1 pp. compared to 2022), one may get the wrong impression about the lack of dynamic development of the labor market for AI specialists.

Yet no one has any doubts that we are on the threshold of a revolution related to Artificial Intelligence, so I am convinced that 2024 will be a breakthrough. Many people count on the development of their career in AI.

Analysis of this market shows significant differences in the level of remuneration between experts and novice specialists. Specialists with limited experience in data science receive lower remuneration, which is probably due to their role based on the use of ready-made solutions and libraries, as opposed to experienced experts who conduct research and development work, train advanced machine learning models and integrate them with business needs organization.

Additionally, the report also shows the significant role of cloud computing, in which the largest providers provide services based on AI and computing power, in particular Generative Artificial Intelligence."

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3.5. Data Scientist

Expert's comment

Marcin Tchórzewski
CEO & Founder at Coders Lab

Coders Lab
SZKOŁA IT

„When entering the IT job market, people aspiring to junior positions may encounter challenges related to employers' high expectations regarding experience and skills. However, it is worth emphasizing that the IT industry, despite its competitiveness, is also open to new talents, looking for people with passion and willingness to learn. This especially applies to specializations in the field of data analytics. It is this field that has recently emerged as opening new career prospects for juniors. This type of specialization responds to the market demand for expert analysis and data processing, which are crucial in making business decisions. At Coders Lab, recognizing these changes, we offer data analytics courses that enable both upskilling and reskilling, preparing our students to effectively enter the role of a data analyst and data scientist.
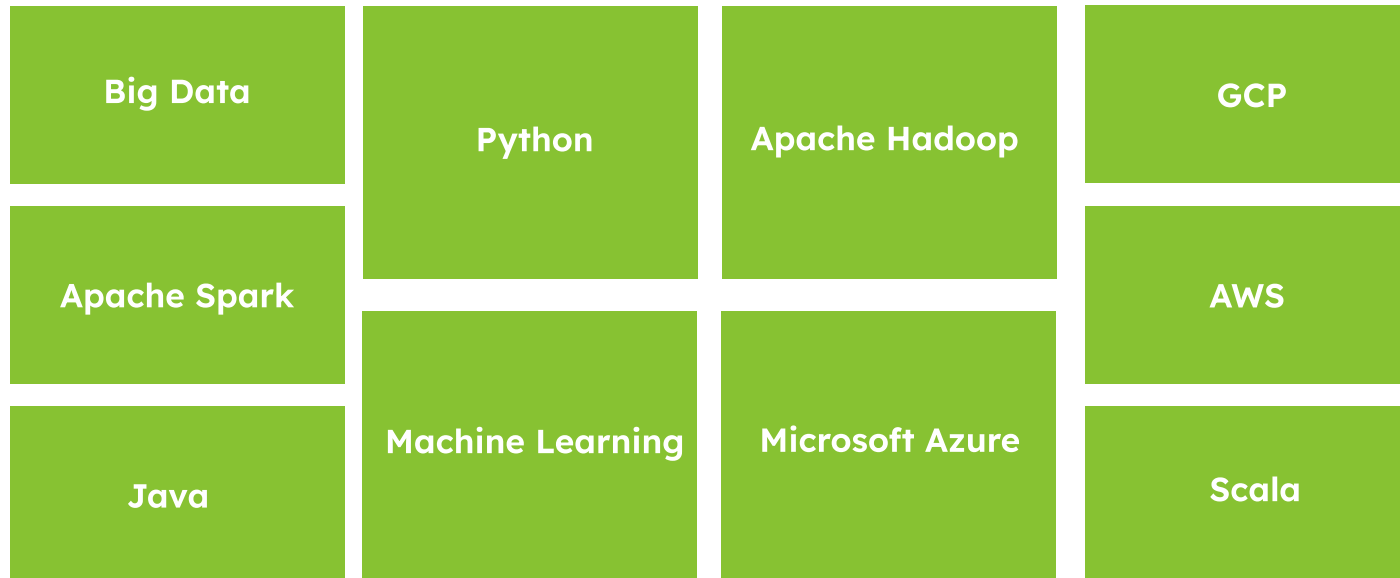
Continuous improvement of one's technical skills and soft skills and acquiring practical knowledge from the beginning of one's career are becoming crucial in the context of success on the labor market. During our courses, juniors have the opportunity not only to acquire theoretical knowledge, but above all, practical skills needed on the labor market. We introduce them to the world of artificial intelligence, machine learning and big data, highlighting how these technologies are transforming the IT sector. Investing in education, such as specialized courses or workshops, significantly increases juniors' chances in recruitment processes."

3.5. Data Scientist

The top 3 skills that appeared most often in Data Scientist job offers were: Python, Machine Learning and Microsoft Azure.

Top 10 skills appearing in job offers (Data Scientist)

Source: Own elaboration based on data from itradar.io for 2023

Big Data

Python

Apache Hadoop

GCP

Apache Spark

AWS

Java

Machine Learning

Microsoft Azure

Scala

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3.5. Data Scientist

Expert's comment

Marcin Połulich
AI expert & advisor
General Manager, DAC.DeepTech

„In my opinion, 2024 will be an interesting year in terms of further evolution of the Data Scientist role.

First of all, companies will be increasingly interested in automating processes in the area of Data Science, including building, training and implementing models based on Machine Learning.

This implies greater use of Automated Machine Learning methods, which enable organizations to use data more efficiently and implement AI solutions faster.

What consequences does this have for the labor market?

Technical evolution of Data Science roles, e.g. towards ML Engineer - due to the increasing importance of artificial intelligence, a significant number of data specialists are already adapting to new requirements. I foresee continued growth in this area, especially in terms of strengthening technical skills.

The rise of 'prompt engineering' - A large portion of data analytics professionals are already taking advantage of the opportunities available in this area, and in my opinion, this field will continue to grow due to the benefits related to efficiency and work optimization."

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4. Knowledge of foreign languages

In the Polish IT industry, communication between employees is not always in Polish. 45% of respondents answered that they communicate mainly in English at work. The declared level of knowledge of English is also at a high level - 78% of respondents believe that they speak it at the B2/C1 level - this is an increase of 6 pp. compared to 2022.
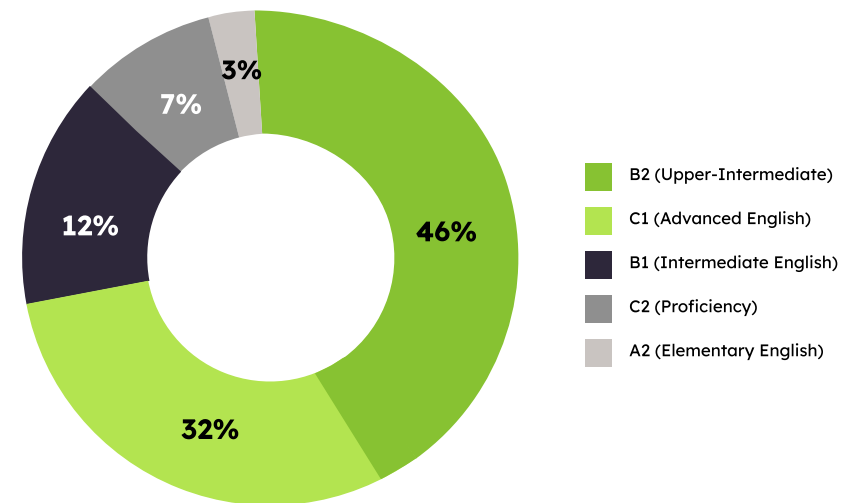
The main language of communication at work declared by the respondents

Source: Own elaboration based on data from an online survey conducted between September and November 2023

1%

45%

54%

- Polish
- English
- Other
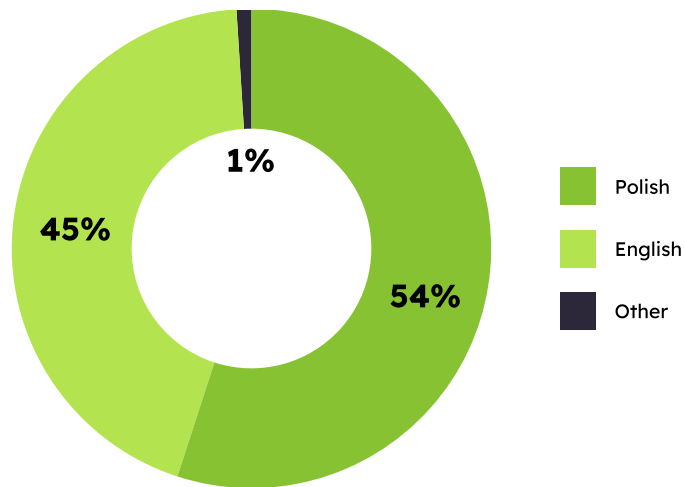
English proficiency level of the respondents

Source: Own elaboration based on data from an online survey conducted between September and November 2023

3%

7%

12%

46%

32%

- B2 (Upper-Intermediate)
- C1 (Advanced English)
- B1 (Intermediate English)
- C2 (Proficiency)
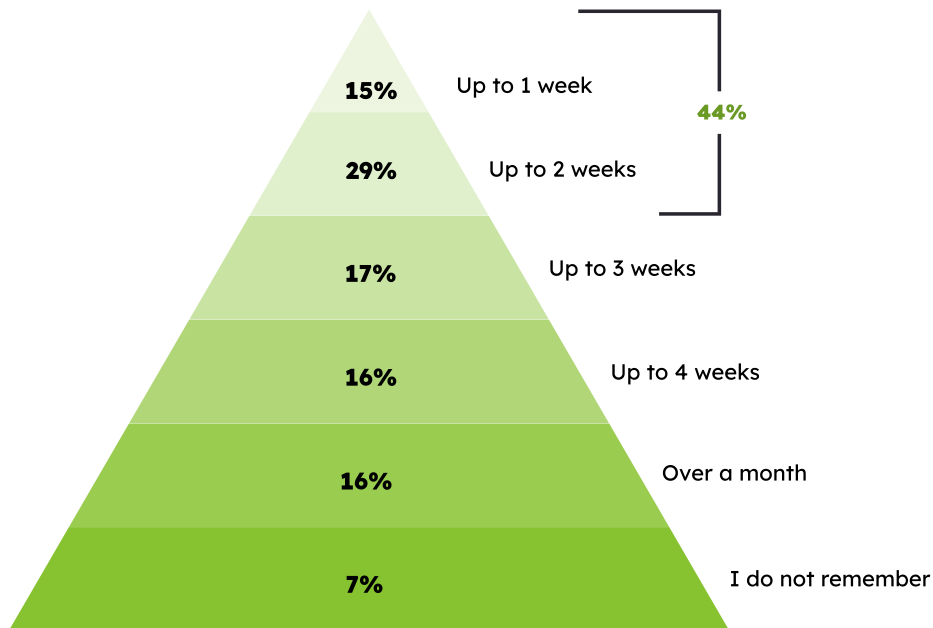- A2 (Elementary English)

Interesting fact

The high level of English proficiency is also confirmed by the Global Language Proficiency Index, created by EF English Proficiency Index. Poland ranks 13th out of 113 countries.

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5.1. Length of a recruitment process

We checked how long the recruitment process takes from receiving the CV by the employer to signing the contract. The respondents of our survey most often chose the option "up to 2 weeks".

Time spent on participation in the recruitment process
Source: Own elaboration based on data from an online survey conducted between September and November 2023

15% — Up to 1 week

29% — Up to 2 weeks

44%

17% — Up to 3 weeks

16% — Up to 4 weeks

16% — Over a month

7% — I do not remember

Comparison with 2022

In 2023, there were 4 pp. fewer recruitment processes carried out quickly (up to 1 week).

Expert's comment

Bartosz Janowski
Head of Agile Centre at mBank S.A.

„Compared to the previous report, the changes are rather small. It can be assumed that what the "employee market" has forced will stay with us for longer. And that's good. Candidates will receive answers faster and companies will recruit employees faster. A little less recruitment processes are completed in a week. A symptom of the beginning of the "employer's market" or a measurement error? We'll find out from the report published next year."

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5.1.1. Number of recruitment stages

We know from our own experience, as well as from the collected data, that the recruitment process consisting of many stages is a frequent reason for candidates to resign from pursuing it further. In our survey, we asked specialists: "How many stages (not including sending and verification of a CV and / or contact from a recruitment agency) do you think an optimal recruitment process should consist of?". 65% of respondents indicated that recruitment should consist of a maximum of 2 stages. This answer largely coincides with reality - the majority of IT specialists (50%) joined the current company after going through 2 stages.

Preferred number of stages in the recruitment process

Source: Own elaboration based on data from an online survey conducted between September and November 2023
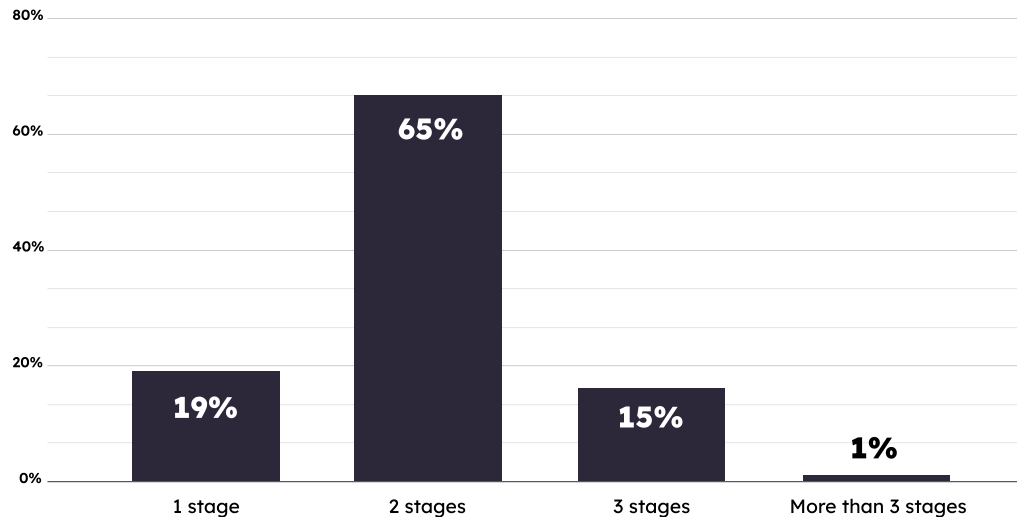
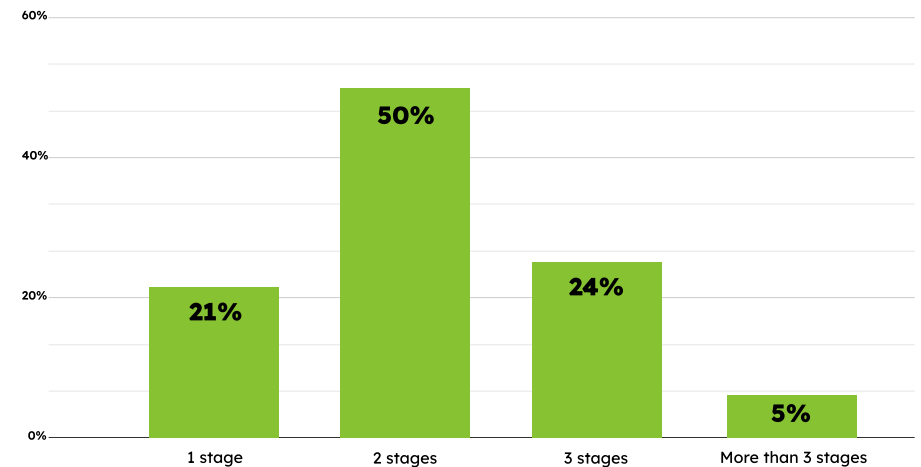**Actual** number of stages in the recruitment process

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Interesting fact

IT specialists prefer recruitment processes that have fewer than 3 stages.

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5.1.1. Number of recruitment stages

Expert's comment

Bogusław Kołc
Chief Information Officer
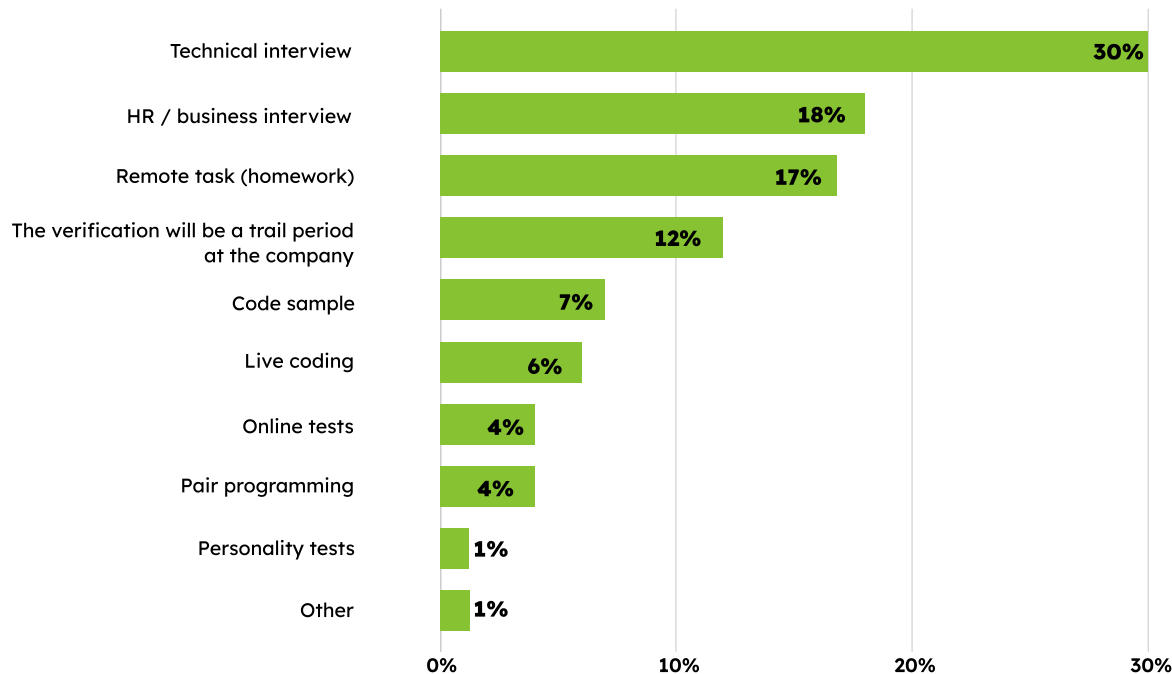& Portfolio Project Manager

„In my opinion, the recruitment process should be symmetrical and allow both parties to make a good decision that will affect the next quite long period of time. The number of stages is secondary, it is about the actual time devoted to it. You did not take into account processes that do not end or are by nature a market overview, so I would add an asterisk to the statistics themselves. On the one hand, as the old dictum says, "haste makes waste", on the other hand, when companies extend the process, they still dominate it and obtain more information from their own perspective. Little is enough to convey the basic information about the company. A candidate who would like to get to know the organization well needs much more time. The golden mean: quick verification of competencies from the CV and focusing on "chemistry", adaptation to the organization's culture and presenting real challenges and expectations."

5.2. Verification of competencies

30% of surveyed IT specialists indicated that their most preferred form of competence verification is a technical interview. Next comes an HR/business interview and a remote task.

The preferred method of verifying competencies

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Method	Percentage
Technical interview	30%
HR / business interview	18%
Remote task (homework)	17%
The verification will be a trail period at the company	12%
Code sample	7%
Live coding	6%
Online tests	4%
Pair programming	4%
Personality tests	1%
Other	1%

To sum up, the most desirable course of the recruitment process consists of 3 key elements:

1. The recruitment process has a maximum of **2 stages.**

2. Competencies are verified during a **technical interview.**

3. The contract is signed a maximum of **2 weeks** from the moment the employer receives the candidate's CV.

🔍 Comparison with 2022

The remote task (homework) was chosen more often in 2023 than in 2022 (an increase of 3 pp.), and the code sample was chosen more often than live coding and online tests.

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5.2. **Verification of competencies**

Expert's comment

Kamil Józwik
Software Developer, Creator
of the Rekrutend course

„The survey results show a diverse landscape of competence verification methods in the IT industry. Technical interviews are conducted with a result of 30% and this preference illustrates the multidimensional nature of IT roles, where technical proficiency is only one part of the puzzle.

Technical interviews offer a holistic view of a candidate's abilities, going beyond just technical skills to include: critical thinking, communication, ability to cooperate and willingness to independently expand knowledge.

Very often, it is these soft skills that determine how well a new employee will integrate with existing teams and adapt to project challenges in a given organization.

While technical skills are obviously very important here, they can be developed over time (e.g. through appropriate training or mentoring programs within the organization). The candidate's personality and his ability to harmonize with the team culture are features that cannot change in a short period of time, which can significantly affect the team dynamics and the success of the entire project. And there is no better way to check such features than a classic face-to-face conversation.

The emphasis on technical interviews as the preferred method of competence verification resonates with the need for a balanced assessment of both technical and interpersonal skills in the IT industry."

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5.2. Verification of competencies

Expert's comment

Michał Kossowski
Expert in IT Infrastructure, CTO,
Founder of innoctave.com

"To verify competencies, it is enough to ask a few, or at most a dozen or so, questions on the topic you are interested in. The questions should be asked by an expert who has also checked his/her competencies "in practice". A trained eye and ear will know whether we are dealing with a person who knows his stuff. Taking into account the current capabilities of AI, I strongly advise against giving homework to candidates.
My many years of experience show that soft skills and the so-called flow are much more important than "hard" competencies. Remember that it is much easier to teach a candidate a new programming language or IT system administration than to change their habits!"

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5.2. Verification of competencies

Expert's comment

Jarek Pyszkiewicz

IT and Cybersecurity Manager and
Consultant with 30 years of experience
in using Technology on the European
market.

"In the era of digital transformation, the labor market is undergoing dynamic changes, which directly affects recruitment processes. Companies and organizations strive to find the best-suited candidates, looking for an approach that will improve and accelerate the process of filling a vacancy. In this context, automation is becoming more and more available and universal, even medium and small organizations can use it. Technologies such as application tracking systems (ATS) or algorithms based on artificial intelligence are designed to facilitate the selection of candidates by automatically analyzing CVs and cover letters. As in any field, nature does not know a vacuum and for each strategy there is another one that allows you to fight it. In response to the growing dominance of ATS tools, a whole market of consulting services is emerging, helping candidates structure their messages in such a way as to outsmart even the most sophisticated algorithms. Thanks to this, the recruitment process once again faces the challenge of adaptation and searching for new methods of assessing candidates that will be able to identify real talent among automated responses.
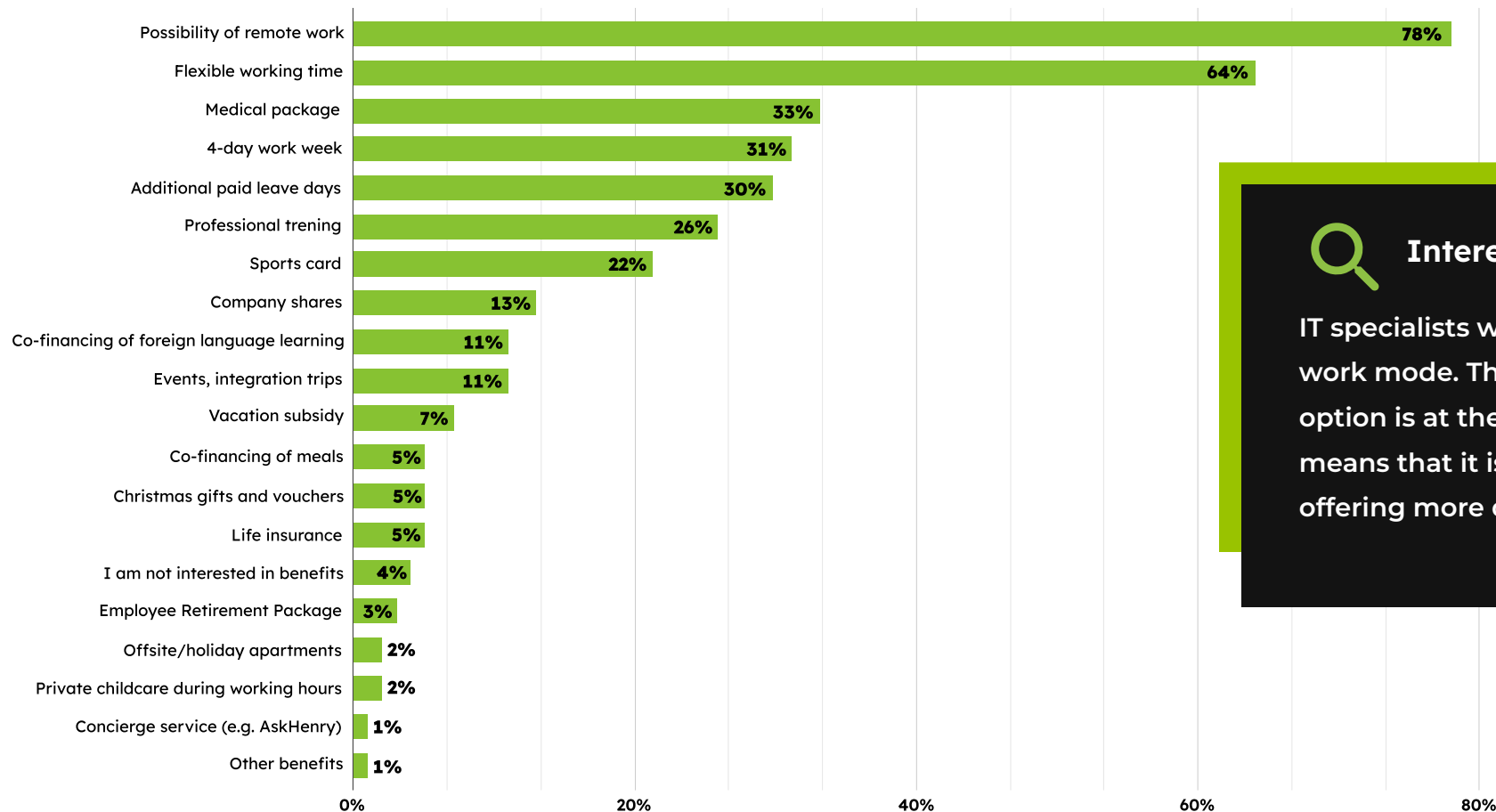
So we return to the starting point, where a key role is played by an aware recruiter who is able to assess the candidate, his potential and chances of finding his place in a new organization during the interview. At the center of the process remains a qualified specialist whose experience and intuition are irreplaceable tools in selecting the ideal employee. It is the human factor, the ability to understand the needs of both parties, that determines the final success of the recruitment process. In this way, despite the growing role of technology, the direct assessment and skills of the recruiter still determine the final result."

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6. Employee benefits

"Possibility of remote work", "flexible working time" and "medical package" - these three non-wage benefits still dominate among IT specialists. People working in the IT industry value the ability to work remotely even more than last year - this benefit was increased by 6 pp. more respondents.

Preferred employee benefits

Source: Own elaboration based on data from an online survey conducted between September and November 2023

Benefit	%
Possibility of remote work	78%
Flexible working time	64%
Medical package	33%
4-day work week	31%
Additional paid leave days	30%
Professional trening	26%
Sports card	22%
Company shares	13%
Co-financing of foreign language learning	11%
Events, integration trips	11%
Vacation subsidy	7%
Co-financing of meals	5%
Christmas gifts and vouchers	5%
Life insurance	5%
I am not interested in benefits	4%
Employee Retirement Package	3%
Offsite/holiday apartments	2%
Private childcare during working hours	2%
Concierge service (e.g. AskHenry)	1%
Other benefits	1%

🔍 Interesting fact

IT specialists want to be able to choose their work mode. The fact that the remote work option is at the top of the list as a benefit means that it is always worth considering offering more days of work from home.

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6. Employee benefits

Expert's comment

Łukasz Kołodziejczyk

Creator of the HRlityczny
website and the "Przegląd HR" newsletter

„I must admit that I am not surprised when I look at the results in the area of benefits. People are increasingly understanding the value of their time and the greater freedom of spending it. Nowadays, people boldly focus on the balance between their personal and professional lives, and remote work and flexible working hours allow for better balancing work and private life. Employees can save time that they would otherwise spend commuting, and better manage their daily duties. Work comfort is also extremely important, because many people work more effectively in the comfort of their home or other selected place, without the distractions typical of an office environment. work environment, especially when they have to work in open spaces.

These results should not be a surprise for the organization because they reflect a trend that we have been dealing with for some time. Therefore, companies' response to this data should be thoughtful and flexible. The key is to approach the hybrid work model in an appropriate way, allowing employees to choose between remote and office work, depending on their needs and preferences. Many companies have already decided to announce the return to the office and some have done it better, while others have done it worse, sometimes failing at the level of communication of such a project. We must remember that people have become accustomed to remote work over the last few years and do not treat it as a benefit but something natural that the company should provide.

Moreover, if we are talking about the issue of remote work and flexible working time, especially in the context of IT, companies should slowly think about how a 4-day working week may affect their functioning, which appeared high among the expected benefits in this edition of the report. For many, it may still be just a melody of the future and not worth bothering about, but now you can think about it from the perspective of a benefit that can be a really strong differentiator for the company on the labor market and be a concrete argument in the fight for talents."

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